

Προς
Δρ. Μαίρη Κουτσελίνη - Ιωαννίδου,
Πρόεδρο Συμβουλίου,
Φορέα Διασφάλισης και
Πιστοποίησης Ποιότητας της Ανώτερης Εκπαίδευσης,
Λευκωσία.

Θέμα: Απάντηση στην Έκθεση Εξωτερικής Αξιολόγησης για την Αξιολόγηση του Προγράμματος Σπουδών «B.A. Police Management (4 Years, Plus an Optional Foundation Year/240 ECTS, Bachelor of Arts)» της σχολής «C.D.A. College» (Λευκωσία).

Σε απάντηση του email σας ημερομηνίας 10 Ιουλίου, 2017 και με βάση το άρθρο 17(3) (iii) και 20(1)(2)(ε)(iii) του «περί της Διασφάλισης και Πιστοποίησης της Ποιότητας της Ανώτερης Εκπαίδευσης και της ίδρυσης και Λειτουργίας Φορέα για Συναφή Θέματα Νόμου του 2015, [N.136 (I)/2015], σας υποβάλουμε τις παρατηρήσεις μας για το πιο πάνω πρόγραμμα σπουδών.

Με εκτίμηση

Δ. Α. Χριστοφόρου
(Πρόεδρος)

Συνημμένα 16

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Reply to the External Evaluation Report of the Program of Study

“B.A. POLICE MANAGEMENT (4 Years, Plus an Optional Foundation Year/240 ECTS, Bachelor of Arts)”

CDA College would like to express its appreciation and gratitude to the External Evaluation Committee (EEC) of the methodical and very detailed report of our programme. The College continuously tries to improve the educational standards and makes every effort to meet the requirements and standards set by the relevant law of Higher Education and the Cyprus Agency of Quality Assurance and Accreditation of Higher Education (DIPAE).

During the visit on 6th July 2017, the College has welcomed the External Evaluation Committee (EEC), and provided every support and assistance to simplify their work.

Despite the economic crisis, the College has not stopped expanding and investing in new Programs of Study and equipment. What is more important is that CDA College makes every effort to provide financial and educational support as to motivate the Faculty Staff to undertake research. Moreover, the continuous upgrading of the computer laboratories with the latest leading-edge technology and the updating of the Library with new editions of books and data banks, and other facilities are some of the efforts which the CDA College makes so as to provide to students high levels of education standards and help them to gain the most benefit during their studies at CDA College.

The Council and the Academic Committee of CDA College, at their meeting held on 03 July 2017, after a thorough discussion with the coordinator of the Program of Study, “BA Police Management” and the Academic Staff of the Program, have decided and have already fully implemented the suggestions recommended by the EEC as to further strengthen the College’s Program of Study and Educational Standards.

QUALITY STANDARDS AND INDICATORS

1. EFFECTIVENESS OF THE TEACHING WORK – AVAILABLE RESOURCES

1.1 Organization of teaching work.

1.1.3.5 The procedures for the conduct and the format of the examinations and for student assessment.

- Currently, at the College there is a procedure for peer review of examination papers before taken by students. Additionally, the same procedure exists to ensure that the mark awarded reflects the quality of the answers given by students. This is already applied in the College in other accredited programs of study.
- The Program does not undertake any practical training; however, the College will introduce job internships within the curriculum either at the Police Headquarters or the state prisons so as to reinforce the students’ training on policing.

1.2 Teaching

No Comment

1.3 Teaching Personnel

1.3.2.2 Publications within the discipline

The program BA Police Management has not yet started that's why there are not enough publications on this discipline. The College has all the necessary Research Mechanisms and criteria which will help the lecturers after the accreditation of the program to engage in more research on this specific discipline. For this reason, CDA College encourages Academic Staff to attend seminars and undertake more research activities. That's why the College has created this year (2016) the Aristotelis Research Centre in order to enhance research activities of all programs. Additionally, the College has set up a new upgraded research policy which promotes and encourages research incentives such as reducing teaching hours, paying hours spent for research, obtaining a PhD, etc., which will contribute to further strengthening the research activities of lecturers and of the college in general. The new employed lecturers have also a plethora of research activities and publications which will further reinforce the discipline. (Attachments 1, 2 & 3).

1.3.3 & 1.3.4 Visiting professors and special teaching personnel.

The College has already given to EEC a list of the visiting lecturers we intend to invite as soon as the program is accredited. We have already prepared a list with names of Visiting Professors and Special Teaching Personnel whose professional experience and academic knowledge and qualification on the specific discipline would strengthen the Program of Study as soon as it starts operating. However, in order to further reinforce the program with expert knowledge and experience, the College has already sign an agreement with Dr. Konstantinos Douvlis PhD Sociology of Policing, MA Criminal Justice, BA Anthropology/Sociology (Attachment 4).

1.3.9 Teaching load.

The College has immediately implemented EEC suggestion to employ more staff on the area of CRM Criminology and we have employed another Three (3) qualified lecturers, Dr Aristoniki Theodosiou, PhD Psychology, MSc Finance & Maritime Studies, MSc Psychotherapy, MSc Total Quality Management & Innovative Implementation on Education, PgP Counselling Psychology, Bachelor Psychology. Dr. Charis Kaite, PhD Severe Mental Illness, MSc Criminology & Forensic Psychology, BSc Psychology and Dr. Konstantinos Douvlis, PhD Sociology of Policing, MA Criminal Justice, BA Anthropology/Sociology. Please find here attached the Curriculum vitae and the pre-employment contract of the new lecturers. The current academic staff list consists of: 12 lecturers, of whom 8 are PhD holders, 1 PhD Candidate and 3 holders of Masters. (Attachments 5, 15 & 16)

Concerning the teaching load, as we have already mentioned, the program has not yet started and the teaching hours mentioned would only apply when all eight (8)

semesters and four (4) years will operate simultaneously. You can check the teaching load in the detailed list of lecturers which shows the courses to be taught and the teaching hours of each lecturer per semester. In addition, based on the attached list, it can be seen that, when this program starts running, the teaching load per semester will be very small even if all eight (8) semesters are running. For example, if there are students registered in all 4 years in all 8 semesters the teaching load per semester will be as follows: There would be 4 semesters running during the Fall academic period: 1st, 3rd, 5th, and 7th semester, and then during the Spring academic period: 2nd, 4th, 6th, 8th semester. (Attachment 5).

1.3.11 The program's Coordinator

As per the EEC findings Mrs. Christina Agathangelou is fully qualified for the specific Program of Study but she lacks of experience at academic leadership role. That's why the College immediately has fulfilled EEC suggestion and has assigned Dr. Pavlos Panayi, an experienced professor, to assist Mrs. Agathangelou in her role as a coordinator of the program. In addition, Mrs. Christina Agathangelou is currently preparing her PhD proposal on Criminology.

2. THE PROGRAM OF STUDY AND HIGHER EDUCATION QUALIFICATIONS

2.1.6 The learning process and the expected learning outcomes

As we would mention in 2.2 further down, the College has fully implemented the EEC suggestions and we have introduced some modules specifically designed to reinforce the Program of Study and fulfil its purpose. The new modules are:

- CRM103 Victimology (Attachment 6)
- POL102 Communication Skills for Police Personnel (Attachment 7)
- POL103 Policing & Police Powers (Attachment 8)
- MTH102 Statistics II (Attachment 9)
- CRM205 Criminal Investigation (Attachment 10)
- POL210 Police Psychology (Attachment 11)
- CRM461 Terrorism (Attachment 12)

2.2 Structure and Content of the Program of Study.

2.2.3, 2.2.6 and 2.2.7 The program of study is structured in a consistent manner, the content of courses and modules are sufficient for the achievement of leaning outcomes.

As we have already mentioned in 2.1.6 above, the College has already implemented the EEC suggestions and we have introduced several modules to reinforce the program. The addition of these modules will definitely strengthen the program's purpose and learning outcomes. (Attachment13).

2.3 Quality Assurance of the Program of Study.

No Comment

2.4 Management of the Program of Study.

No Comment

2.5 International Dimension of the Program of Study.

No Comment

3. RESEARCH WORK AND SYNERGIES WITH TEACHING

3.1 Research – Teaching Synergies.

3.1.4 The results of the academic personnel’s research activity published in international journals

As we have already mentioned, there is not enough research on this discipline since the program BA Police Management has not started yet. What is more important is that the College has already reinforced the research activities of the program with the employment of 3 new qualified lecturers with a lot of research and publications activities who will strengthen the teaching team and the two core fields of the program. Furthermore, the College has already set all the research mechanisms and incentives to reinforce research activities in the area of Police Management which will help after the accreditation of the program to engage in more research on this specific discipline. (Attachments 1, 2, & 3).

Additionally, with the creation of the Aristotelis Research Center, lecturers will increase their research activities by participating in international conferences, submitting research papers to international journals and exchanging know-how within European and other programs and collaborating with other Universities. The College has already concluded several collaborations with other EU universities within the ERASMUS+ program. Furthermore, CDA College has also engaged a recent research collaboration for EU funding programs with TEPAK University and the Cyprus Center for Environmental Research and Education (CY.C.E.R.E).

Additionally, CDA College has had another European collaboration with 3 partners, the ATEI Technical University from Salonica Greece and a Polish University in developing a new mundus master program which would be EU funded. (Attachment 2 & 3).

3.1.5 External, non-governmental, and internal research funding.

There is no research funding from external or governmental bodies. There is only an internal funding where the amount has been increased to €100,000 per year. Additionally, the College has already set up attractive research incentives to encourage more research activities by the academic staff. (Attachment 1).

3.1.9 Participation of students, academic, teaching & administrative personnel in research activities and students research training.

As it has already been mentioned, the program would definitely be improved with its commencement. The employment of the three qualified professors would not only

reinforce the Academic Staff but also the whole Program of Study. Moreover, the encouragement of the academics through the new research incentives to participate in various research projects and increase their research/publication activities would make the Program of Study stronger. Additionally, the students' participation will also be reinforced especially in the last semester of the 4th year, when they will be dynamically engaged in empirical research activities and internships in local organizations since they should undertake a research project in order to graduate. Furthermore, final year students should have to work closely with an organization in the relevant policing & criminology sector so as to complete their final thesis.

4. ADMINISTRATION SERVICES, STUDENT WELFARE AND SUPPORT OF TEACHING WORK

4.1 Administrative Mechanisms.

No comment

4.2 Infrastructure / Support

No comment

4.3 Financial Resources

4.3.1 The management and Allocation of financial resources

Since it is a privately - owned College, the Board of Directors is responsible for the allocation of financial resources. Thus, the academic freedom is not restricted since all the Directors of each academic department send a formal financial request to the College's Board and the Board grants its approval for the benefit of the College.

As per the feasibility study which had already been given to the EEC and after studying all the following markets and financial issues, the program would be financially feasible and profitable and would enhance the academic standards in Limassol. The following markets and financial issues were taken into consideration: Current Situation and Market Opportunities, Model of Business, Target Market - The Potential Students, The Market Competition, The Competitive Advantage of CDA College, Financial Analysis, Proposed Number of Students, Minimum Number of Students: 8 students, Financial Adequacy - Cash Flow Statement, Employability Opportunities of the Graduates and 5 year Financial projections which show that the program will be financially feasible and profitable and will enhance the academic standards in Limassol. (Attachment 14)

5. DISTANCE LEARNING PROGRAMS (N/A)

Not Applicable

6. DOCTORAL PROGRAMS OF STUDY (N/A)

Not Applicable

7. FINAL REMARKS - SUGGESTIONS

The Academic Committee and the Management of CDA College has seriously studied the report and suggestions of the External Evaluation Committee (EEC) and has fully implemented all the suggestions raised so as to enhance the educational standards of the program of study which are sum up as follows:

A. Curriculum

2.1.6 The learning process and the expected learning outcomes

As we would mention in 2.2 further down, the College has fully implemented the EEC suggestions and we have introduced some modules specifically designed to reinforce the Program of Study and fulfil its purpose. The new modules are:

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2.2.3, 2.2.6 and 2.27 The program of study in a consistent manner, the content of courses and modules are sufficient for the achievement of leaning outcomes.

As we have already mentioned in 2.1.6 above, the College has already implemented the EEC suggestions and we have introduced several modules to reinforce the program. The addition of these modules will definitely strengthen the program's purpose and learning outcomes. (Attachment13).

B. Discipline - specific staff

The program BA Police Management has not yet started that's why there are not enough publications on this discipline. The College has all the necessary Research Mechanisms and criteria which will help the lecturers after the accreditation of the program to engage in more research on this specific discipline. For this reason, CDA College encourages Academic Staff to attend seminars and undertake more research activities. That's why the College has created this year (2016) the Aristotelis Research Centre in order to enhance research activities of all programs. Additionally, the College has set up a new upgraded research policy which promotes and encourages research incentives such as reducing teaching hours, paying hours spent for research, obtaining a PhD, etc., which will contribute to further strengthening the research activities of lecturers and of the college in general. The new employed lecturers have also a plethora of research activities and publications which will further reinforce the discipline. (Attachments 1, 2 & 3).

1.3.3 & 1.3.4 Visiting professors and special teaching personnel.

The College has already given to EEC a list of the visiting lecturers we intend to invite as soon as the program is accredited. We have already prepared a list with names of Visiting Professors and Special Teaching Personnel whose professional experience and academic knowledge and qualification on the specific discipline would strengthen the Program of Study as soon as it starts operating. However, in order to further reinforce the program with expert knowledge and experience, the College has already sign an agreement with Dr. Konstantinos Douvlis PhD Sociology of Policing, MA Criminal Justice, BA Anthropology/Sociology (Attachment 4).

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C. Programme leadership

1.3.11 The program's Coordinator

As per the EEC findings Mrs. Christina Agathangelou is fully qualified for the specific Program of Study but she lacks of experience at academic leadership role. That's why the College immediately has fulfilled EEC suggestion and has assigned Dr. Pavlos Panayi, an experienced professor, to assist Mrs. Agathangelou in her role as a coordinator of the program. In addition, Mrs. Christina Agathangelou is currently preparing her PhD proposal on Criminology.

D. Research

3.1.4 The results of the academic personnel's research activity published in international journals

As we have already mentioned, there is not enough research on this discipline since the program BA Police Management has not started yet. What is more important is that the College has already reinforced the research activities of the program with the employment of 3 new qualified lecturers with a lot of research and publications activities who will strengthen the teaching team and the two core fields of the program. Furthermore, the College has already set all the research mechanisms and incentives to reinforce research activities in the area of Police Management which will help after the accreditation of the program to engage in more research on this specific discipline. (Attachments 1, 2, & 3).

Additionally, with the creation of the Aristotelis Research Center, lecturers will increase their research activities by participating in international conferences, submitting research papers to international journals and exchanging know-how within European and other programs and collaborating with other Universities. The College has already concluded several collaborations with other EU universities within the ERASMUS+ program. Furthermore, CDA College has also engaged a recent research collaboration for EU funding programs with TEPAK University and the Cyprus Center for Environmental Research and Education (CY.C.E.R.E).

Additionally, CDA College has had another European collaboration with 3 partners, the ATEI Technical University from Salonica Greece and a Polish University in developing a new mundus master program which would be EU funded. (Attachment 2 & 3).

3.1.5 External, non-governmental, and internal research funding.

There is no research funding from external or governmental bodies. There is only an internal funding where the amount has been increased to €100,000 per year. Additionally, the College has already set up attractive research incentives to encourage more research activities by the academic staff. (Attachment 1).

3.1.9 Participation of students, academic, teaching & administrative personnel in research activities and students research training.

As it has already been mentioned, the program would definitely be improved with its commencement. The employment of the three qualified professors would not only reinforce the Academic Staff but also the whole Program of Study. Moreover, the encouragement of the academics through the new research incentives to participate in various research projects and increase their research/publication activities would make the Program of Study stronger. Additionally, the students' participation will also be reinforced especially in the last semester of the 4th year, when they will be dynamically engaged in empirical research activities and internships in local organizations since they should undertake a research project in order to graduate. Furthermore, final year students should have to work closely

with an organization in the relevant policing & criminology sector so as to complete their final thesis.

E. Continuing professional development

The College strongly encourage all the academic staff to enrich their continuing professional development. That's the College has set up the necessary Research Mechanisms and criteria which would help after the accreditation of the program to engage in more research and participation in specific professional development seminars in the discipline of policing and criminology. For this reason, CDA College encourages Academic Staff to attend seminars and undertake more research activities and participate in the collaboration with other universities abroad. For that reason, The College has created this year (2016) the Aristotelis Research Center in order to enhance research activities and professional development of all programs. Additionally, the College has set up a new upgraded research policy which promotes encouraging research incentives such as reducing teaching hours, paying hours spent for research, obtaining a PhD, etc., which will contribute to further strengthening the research activities of lecturers and of the college in general. (Attachments 1, 2 & 3).

F. Finance

4.3.1 The management and Allocation of financial recourses

Since it is a privately - owned College, the Board of Directors is responsible for the allocation of financial recourses. Thus, the academic freedom is not restricted since all the Directors of each academic department send a formal financial request to the College's Board and the Board grants its approval for the benefit of the College.

As per the feasibility study which had already been given to the EEC and after studying all the following markets and financial issues, the program would be financially feasible and profitable and would enhance the academic standards in Limassol. The following markets and financial issues were taken into consideration: Current Situation and Market Opportunities, Model of Business, Target Market - The Potential Students, The Market Competition, The Competitive Advantage of CDA College, Financial Analysis, Proposed Number of Students, Minimum Number of Students: 8 students, Financial Adequacy - Cash Flow Statement, Employability Opportunities of the Graduates and 5 year Financial projections which show that the program will be financially feasible and profitable and will enhance the academic standards in Limassol. (Attachment 14)

As it has already been mentioned, the program would definitely be improved with its commencement. The employment of the three qualified professors would not only reinforce the Academic Staff but also the whole Program of Study. Furthermore, the College has already set all the research mechanisms and incentives to reinforce research activities in the area of Police Management which will help after the accreditation of the program, the academics to engage in more research on this specific discipline. Moreover, the encouragement of the academics through the new research incentives to participate in various research projects and increase their research/publication activities would make the Program of Study

stronger. Additionally, the students' participation will also be reinforced especially in the last semester of the 4th year, when they will be dynamically engaged in empirical research activities and internships in local organizations since they should undertake a research project in order to graduate.

Finally, the College is grateful for the constructive criticism and suggestions of the EEC for further improvement of the program. The College firmly believes that, with the accreditation of the program, we will have outstanding graduates to strengthen the policing activities of Nicosia and Cyprus in general. Additionally, it will further improve and upgrade the police/security sector and the College will be able to offer high quality policing educational services for the benefit of the graduates and the local society in general.

Sincerely

D. A. Christoforou
(Chairman)

Attachment 1

RESEARCH AT CDA COLLEGE

CDA College Research Centre “Aristotelis” is an autonomous, non-for-profit research organization based in Cyprus that was established to provide an independent platform for researchers across the island.

CDA College aims at excellence in research and is fully committed to developing and promoting research activity. Research, both pure and applied, being an essential academic activity is an integral part of CDA College’s mission. Research and advancement of knowledge as intellectual activities, are an integral part of our educational environment that fosters innovation and enthusiasm for excellence. Research at CDA College is concentrated in the areas of Humanities and Social Sciences, Pure and Applied Sciences, Marketing, Economics and Management and other emerging global issues.

Research Policy at CDA College

CDA College has established a formal research policy which will enhance the research quality and education standards at CDA College.

CDA College has established a research department and it will be supervised by the head of the business department.

CDA has set a research budget of €100.000 per year. This amount may be increased if there is more need for research.

All the Lecturers should undertake research each year and the research department will keep records for each research output.

Lecturers will get teaching hours off for the research undertaken.

An amount paid for a complete research is based on the research length and quality.

Additionally lecturers will get extra payment if they entered into EU Funding Research Projects.

Encourage lecturers to participate to seminars and all expenses paid by the college.

To established collaborations with research centres abroad.

Research will be calculated on hours spent on Research and get €25 per research hour undertaken.

Have set formal policy and all the CDA lecturers by department will meet twice per semester so as to organise the future research projects.

Have agreed that the Lecturers of all CDA campuses to undertake a group research in a different specialization areas.

Based on the research evidence records of the Research Department of each year, lecturers with research output and publications will get a reward, promotion and remuneration increase.

The Faculty at CDA College aims at publishing papers in International Academic Journals and at submitting and presenting papers at International Conferences. The development of the research skills of the Department’s team is not only one of the main goals of the team members but this effort is also financially and ethically supported by the Administration of CDA College. Contacts with other research institutions and organisations for research collaboration and for research support play a vital role in the development of the researchers and of the Research Team as a whole.

Additionally, CDA College strongly support faculty staff to pursue relevant research through financial support, workload credit if they engage in pre-authorized research,

seminars and conferences. It is important to provide evidence that all teaching staff members engage in publications in peer-reviewed journals and conference presentations with the full support of the college. The teaching staff will be engaged in publications appropriate to their respective professional areas and it is essential to provide evidence of completed and on-going research activity.

Furthermore, CDA College publishes once a year its annual research journal “The Cyprus Research Facts” it publishes faculty’s articles and invites articles from domestic and foreign writers. CDA College also publishes once every semester the College Newspaper “The College Views” inviting articles from students, faculty and others on all areas.

The College has already set a policy with clear research incentives and all faculty staff should be involved and provide evidence of research activity every year. All faculty staff have the full support of the college on the research area.

Academic Freedom

C.D.A. College adheres in principle to the American Association of University Professor’s Statement on Academic Freedom, and it is its policy to defend academic freedom against any encroachment. The College, as a centre of learning, depends upon the free search for truth and its free exposition. The College has adopted the following statement on academic on academic freedom

Faculty members of C.D.A. College are entitled to full freedom in research and in the publication of the results subject to the adequate performance of their academic duties. However, research for pecuniary return needs to be approved by the General Director.

Faculty members are entitled to freedom in the classroom to discuss their subject, but should not introduce controversial material, which has no relation to the subject. The faculty are members of a scholarly profession and officers of the institution. When they speak or write as citizens, they will be free from institutional censorship of discipline, but their special position in the community imposes special obligations. As learned and humane folks they should remember that the public might judge their profession and their institution by their utterances. Hence, they will at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make effort to indicate that they are not speaking for the institution.

Faculty members who feel that their academic freedom has been infringed may make a written request to the General Director that an investigation is made of their case. The request should set forward in a clear and concise manner the events and circumstances upon which the charge is based. The General Director may refer the question to the Disciplinary Committee.

Authorized Research

Faculty members may receive workload credit if they engage in pre-authorized research. Research must be relevant to the discipline of the instructor, it must be of high quality and publishable, and it must be of reasonable time duration.

Assistance in the College Administration

Faculty members may receive workload credit if they engage in administrative work outside their duties.

The procedure for obtaining workload credit is the following:

1. The faculty member must submit an application for workload credit to the Deputy General Director (Academic Affairs & Administration).
2. The Deputy General Director will forward the application together with his/her suggestions to the General Director and
3. The application must be approved by the General Director

Research Publications

Additionally, the College Publishes the “Cyprus Research Facts” our College research journal once a year. The research journal will contribute to the enhancement of the College research, image and prestige. All the CDA faculty staff participate and contribute to the achievement of this great objective. The “Cyprus Research Facts” journal will publishes papers in all areas of Humanities and Social Sciences, Pure and Applied Sciences, Economics, Business, Marketing, Tourism and Management etc. To facilitate the whole process, we have already created an e-mail which is: business.studies@cdacollege.ac.cy

Furthermore, the College strongly supports faculty research activities, through financial and other means. The College will also take part to the European and International Research programmes and encourages and supports faculty research activities, attend conferences, seminars, through a reduction of teaching load etc. Every year the College keeps a research report (Faculty Research & Development Booklet) requesting evidence from the teaching staff for their research activities, attendance of seminars and training, teachers exchanging programme etc.

The Mission of the Research Team is:

"To enhance theoretical and empirical research, to develop solutions and guide thinking to current and future problems, and create new knowledge taking into consideration leading-edge technology and socio-economical developments globally.»

As a research team we aim for higher achievements both internally as an academic institution, and externally in the public and private sector. Thus, our current and future research projects cover areas that sustain quality of life and performance, and contribute to a better implementation and monitoring of improvements and changes.

The Objectives of The Research Centre Aristotelis:

1. to promote, support and conduct academic research with equal opportunities for all members of the academic staff, innovation and critical study that interrelated with the educational mission and the work of the C.D.A College activities.
2. to promote competition and excellence in research activity equal treatment articles and research areas in collaboration with domestic and international organizations, to enhance the expertise of the Research Team of C.D.A College.

3. to promote research identity of C.D.A College and develop partnerships with universities and business promotion centers for wider participation and complicity in the European Research Area and participation in research programs covering issues that contribute to the social, economic and technical developments for the benefit of the society in Cyprus and abroad.
4. to cooperate with other organizations, public and private institutions, professional bodies, academic and research institutions, and society in general, which can be accomplished in many ways and at many levels in order to cultivate friendship and peaceful coexistence with other people, which will be the foundation for progress and development.
5. to develop, transfer or apply innovative practices in organizational level, but also at local, regional and national level and to participate in several EU research action plans in all sectors of education and training.
6. to approach business organizations operating in disciplines and fields which are correlated to C.D.A College on research aspects such as: 1) the intention / ability of student placement 2) to identify the need to provide specialized consulting services and 3) the development of partnerships involving joint research programs.
7. to perform such activities to be supportive, auxiliary or ancillary to the above purposes.

With the increased complexity and demands for a better achievement, both internally as an academic institution and also externally in the Public and Private sector, we aim to carry out research and development projects which will enhance and sustain quality of life and performance, and contribute to a better implementation and monitoring of improvements and changes.

1. THE RESEARCH COMMITTEE

- The Head of the Research Centre
- The Deputy General Director (Academic Affairs & Administration)
- The Limassol, Larnaca and Paphos Precinct Principal
- The Heads of the Departments
- One Member of the Teaching Staff

Duties and Responsibilities:

- It's conducted once per semester
- To carry out academic research in order to support the college's teaching and project activities.
- To carry out pure research in collaboration with domestic and international institutions, in order to enhance expertise of the Research Team of the College.
- To undertake research projects covering issues, that have an impact on the Social, Economical and Technical developments of the Public and Private sectors in Cyprus and abroad; and
- To Provide Independent Research Services to external organizations.
- Committed to developing and promoting research activity.
- Research and advancement of knowledge as intellectual activities, are an integral part of our educational environment that fosters innovation and enthusiasm for excellence.

- All the Lecturers should undertake research each year and the research department will keep records for each research output.
- Lecturers will get teaching hours off for the research undertaken or an amount paid for a completed research is based on the research length and quality.
- Additionally lecturers will get extra payment if they entered into EU Funding Research Projects.
- Encourage lecturers to participate to seminars and all expenses paid by the college.
- To established collaborations with research centres abroad.
- Attendance at local relevant conferences, seminars, lectures, symposia is encouraged and strongly recommended.
- The College encourages and supports its faculty members to gain national and international recognition for excellence in their areas of expertise.

2. THE FINAL PROJECT (THESIS) COMMITTEE (FPC)

- The Director of the Campus (Chairman)
- The Head of the Department
- The Supervisor of the Project
- One Member of the Teaching Staff

Duties and Responsibilities:

- It comprises of 3 faculty members, the head of the programme, the Thesis Supervisor and another faculty member of the programme.
- They meet once or twice per year to review the final projects
- They assess/evaluate the graduate students' final projects/thesis/work

Faculty Staff Research and Development

The college strongly supports faculty research activities, through financial and other means. The College provides subsidy of existing staff to get PhD. Additionally, here below is a booklet of faculty research and development showing publications in journals.

As already mentioned in the faculty handbook and self-study the College encourages and supports faculty research activities, attend conferences, seminars and reduction of teaching load. Every year the College will keep a research report requesting evidence from the teaching staff for their research activities.

Additionally, the College has already introduced a policy with clear research incentives and credits as specified below:

Research Output and Credits

The college strongly supports faculty research activities, through financial and other means. The College provides subsidy of existing staff to get PhD. Additionally, here below is a booklet of faculty research and development showing publications in journals.

As already mentioned in the faculty handbook and self-study the College encourages and supports faculty research activities, attend conferences, seminars and reduction of teaching load. Every year the College will keep a research report requesting evidence from the teaching staff for their research activities.

The teaching load of each rank for faculty members on a Research track is shown in the table below. Faculty members will be expected to produce a research output worth of at least the number of research credits shown in the table below.

Faculty Staff Working Load and Research

Academic Rank	Fall Semester Hours per week	Spring Semester Hours per week	Summer Session Hour per week	Research Credits
Assistant Lecturer	24	24	6	
Lecturer	22	22	6	60
Senior Lecturer	18	18	6	60
Assistant Professor	15	15	6	100
Associate Professor	13	13	6	120
Professor	12	12	6	140

Notes:

- Teaching hours do not exit the 12 hours for staff undertaking research
- Any teaching in excess of the total yearly load is considered to be overtime.
- Faculty members who serve as Department Heads will receive a teaching relief of 6 hours per academic year.
- In cases where a faculty member is allocated a lesser load than the one specified above then other duties may be assigned such as teaching short courses or undertaking major administrative work.

Additionally, the College has already introduced a policy with clear research incentives and credits as specified below:

Research Output and Credits Table

Research Output		
Group A		Credits
1.	Article published in a high ranked (category A or B) refereed journal listed in a journal Rating Ranking/Quality List	200
2.	Article published in a ranked (category C or D) refereed journal listed in a journal Rating Ranking/Quality List	100
3.	Article published in a unranked refereed journal listed in a journal Rating Ranking/Quality List	60
4.	Article published in the Cyprus Research Facts	40
Group B		
5.	Proposal submitted for funded research	30
6.	Winning a high score after submitting a proposal for funded research	40
7.	Winning a proposal for funded research	100
8.	Carrying out funded research	100

Group C		
9.	Paper published in refereed conference proceedings of a conference taking place abroad	45
10.	Paper published in refereed conference proceedings of a conference taking place locally	30
11.	Abstract published in refereed conference proceedings of a conference taking place abroad	15
12.	Abstract published in refereed conference proceedings of a conference taking place locally	10
Group D		
13.	Article published in popular press (e.g newspaper, magazine)	10
14.	Chapter / Case study published in a book	20
15.	Book published	40-100

Faculty Staff Development

CDA College recognizes that faculty development is to its advantage, as well as to the advantage of its faculty. It is therefore ready to make commitments, financial and otherwise, in support of the objectives of the Faculty Research & Development Plan, which are as follows:

1. Organize special seminars tailored towards the improvement of teaching skills for old/new faculty;
2. Provide material and teaching aids to facilitate better classroom teaching;
3. Encourage faculty to attend appropriate local seminars and workshops.
4. Provide the faculty with the opportunity to continue to stay along with the developments in their area of expertise through actions such as the following:
5. Membership must be recommended by the Deputy General Director and approved by the General Director.
6. Attendance at local relevant conferences, seminars, lectures, symposia is encouraged and strongly recommended.
7. Reasonable time off will be provided. The College will subsidize all participation fees for any of the above including any travel, board and lodging expenses. Attendance must be recommended by the Deputy General Director and approved by the General Director.
8. The College will contribute towards relevant expenses. Attendance must be recommended by the Deputy General Director and approved by the General Director.
9. Provide the faculty with the opportunity to improve their academic qualifications through actions such as: Post-graduate degree (MBA) is offered for free in our College to faculty wishing to attend such programs.
10. To provide the faculty with the opportunity to engage in research and contribute to the advancement of knowledge in their areas of expertise through actions such as: Research contacted by faculty members will be recognized and will be taken into account at the time the teaching load is divided among faculty members. Research proposals must be submitted to the Deputy General Director and the General Director for approval.
11. The College encourages and supports its faculty members to gain national and international recognition for excellence in their areas of expertise.
12. In support of the above, the College will cover all reasonable expenses related to travel and lodging (local and intercontinental) when the instructor is invited to deliver a paper

which is the result of research done at CDA College.

13. Faculty members engaged in research supported by a research grant will call for fewer teaching hours than their colleagues so that they can devote time to research.
14. The College will make an effort to subscribe to educational material that is relevant to the basic areas of interest of its faculty.
15. The College will support faculty members who become active members of professional organizations and who present lectures of the latest developments in their field of study.
16. The College will continue to establish links with the business community and international educational institutions. In all these activities, and as appropriate, the College will make every effort to promote its faculty members and their capabilities.
17. The College will encourage faculty members exchanges with other local or international educational institutions.
18. CDA College has the official ERASMUS Charter since 2013.

Faculty Staff Ranking and Salary Scales

All permanent faculty members are appointed on a full-time basis to one of the ranks listed below according to academic qualifications and professional work experience. The minimum entry-level requirements and compensation are as follows:

Faculty Rank	Minimum Requirements	Scale	Yearly Remuneration	Monthly Remuneration
Assistant Lecturer	Bachelor Degree	A7	Negotiable	1,300-1,500
Lecturer	Master Degree	A8-A10	€19,500 - €26,000	1,500-2,000
Senior Lecturer	Master Degree + 8 years of teaching and/or research experience + research output	A10-A11	€26,000 - €33,000	2,000-2,500
Assistant Professor	Doctorate Degree research experience + research output	A11-A12	€33,000 - €40,000	2,500-3,000
Associate Professor	Doctorate Degree + 7 years of teaching and/or research experience + considerable quality research output.	A12-A14	€40,000 - €45,000	3,000-3,500
Professor	Doctorate Degree + 12 years of teaching and/or research experience + substantial quality research output.	A14-A16	€45,000 - €50,000	3,500-4,000

RESEARCH UNDERTAKEN BY CDA ACADEMIC STAFF

Dr. Pantelis Ioannou

DBA,

MBA,

Certified Chartered Marketer,

FCIM,

MCIM

1. Ioannou, P., (2011). Globalization Vs Localization Strategies: Overcoming The Economic Crisis (Paper accepted for publication in the Business Strategy Review, the London Business School's journal, UK).
2. Ioannou, P., (2011). Sustainable Competitive Advantage: The Secret To Success (Paper accepted for publication in the Revue Française du Marketing, France).
3. Ioannou, P., (2011). Potentiels D'énergie Renouvelables: Défi D'Énergie Solaire En Chypre (Paper accepted for publication in the Journal of the Association Francaise du Marketing, France).
4. Ioannou, P., (2011). Renewable Energy Potentials: Solar Energy Challenge In Cyprus (Paper accepted for publication in the Business and Management Journal of RUDN, CIM, Ukraine and Latin American universities)
5. Ioannou, P., (2010). The Essential Principles For Achieving Competitive Advantage In The Airline Industry (Paper published in the Journal of the PFUR University of Russia, Russia).
6. Ioannou, P., (2010). Paper Reviewer of the 3rd Annual EuroMed Conference in Business (EuroMed 2010) -Categories: Business, Management.
7. Ioannou, P., (2010). Application of CRM concept for Competitive Advantage. En Ptisi, Magazine of Cyprus Airways Ltd).
8. Ioannou, P., (2010). Survival and Success of the Airline Sector. The Cyprus Research Facts, Vol.1.
9. Ioannou, P., (2010). Cypriot Airlines Facing the Challenges of the 21st Century. (The Market, Journal of the Cyprus Institute of Marketing).
10. Ioannou, P., (2010). Renewable Energy In Cyprus: Solar Energy Challenge, The Cyprus Research Facts, Vol.1.
11. Ioannou, P. (2003). The Essential Principles of Achieving Competitive Advantage in the Airline Industry. Journal of Today, pp.130-140.
12. Ioannou, P., (2002). Analysing the Survival and Success of Cyprus Airways in the new liberalized air industry. Aeronea, magazine of Cyprus Airways Ltd).

Conference Presentations

1. Ioannou, P., (2010). Services Marketing Organisations, Speaker Presentation.
2. Ioannou, P., (2009). Sales & CRM Conference, Speaker Presentation

Academic and Professional Presentations

1. Ioannou, P., (2011). Presentation of the Office Administration Programme to all the 2nd year students of CDA College at Nicosia, Larnaca and Limassol Campuses.
2. Ioannou, P., (2009). Services Marketing Strategies: In Search Of Competitive Advantage Within The Globalisation Trends. (DBA thesis)

3. Ioannou, P., (2004). Cyprus Airways and the Business Travel Market (MBA thesis, 2004)
4. Ioannou, P., (2004). Mauritius Development : Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
5. Ioannou, P., (2004). Sustainable Marketing : Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
6. Ioannou, P., (2002). Enzymes UK Ltd. (G.M. Products): Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
7. Ioannou, P., (2001). Malaysian Airlines: Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
8. Ioannou, P., (2001). Pirelli General : Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
9. Ioannou, P., (2000). Clerical Medical Investment Group : Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
10. Ioannou, P., (2000). Acclaim Entertainment Inc. : Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
11. Ioannou, P., (1999). Philips: Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
12. Ioannou, P., (1998). De La Rue Fortronic (DLRF): Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM.
13. Ioannou, P., (1997). Sentinel Aviation: Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
14. Ioannou, P., (1996). Australian Philharmonic: Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
15. Ioannou, P., (1995). Australian Tourist Commission: Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM
16. Ioannou, P., (1994). Purbeck Financial Service: Marketing Audit, SWOT Analysis, Research and Marketing Plan, Speaker Presentation to CIM

DR. NICOS RODOSTHENOUS:

PhD Tourism (Religion),

MSc Business Administration - Airline Management,

BA Religion,

Diploma in Marketing,

Fellow of Sales & Marketing Mgt Institute,

Member of the Chartered Institute of Transport,

International Travel Consultant IATA, IATA-UFTA Diploma

Research Publications:

2011-2013 European University Λευκωσία, Επιστημονικός Υπεύθυνος σε Ερευνητικό Πρόγραμμα του Ιδρύματος Προώθησης Έρευνας, σε συνεργασία με το Ευρωπαϊκό Πανεπιστήμιο Κύπρου και τον Αναπτυξιακό Οργανισμό ΤΑΛΩΣ, με θέμα: «Ανάπτυξη Θρησκευτικού και Προσκυνηματικού Τουρισμού στην Κύπρο».

10/2012 Είναι μέλος της ερευνητικής ομάδας του Ερευνητικού Κέντρου Κοινωνικής Έρευνας και Περιφερειακής Ανάπτυξης ΕΚΚΕΠΑ-«Ηράκλειτος» της Σχολής Διοίκησης και Οικονομίας του Τεχνολογικού Πανεπιστημίου Κύπρου.

Στο πλαίσιο του προγράμματος «Ορίζοντας 2020/ HORIZON-2020» υπέβαλε τις εξής ερευνητικές προτάσεις:

- 1) Στο ΤΕΠΑΚ, σε συνεργασία με συναδέλφους του τμήματός του, με θέμα: «Routes of Apostle Paul. Euro Mediterranean approach by using the GIS technologies».
- 2) Στο Πανεπιστήμιο Κύπρου, μετά από ανοικτή πρόσκληση του Πρύτανη του Πανεπιστημίου προς ερευνητές, με θέμα: «Θρησκευτική Λαογραφία στη Μητροπολιτική Περιφέρεια Τριμυθούντος».

04/2014 Συμμετοχή στην κατάρτιση και υποβολή κοινής πρότασης του project SPHERAH- Heritage Plus Joint Call, με θέμα: «Safeguarding pictorial art heritage in rural areas and hermitages» σε συνεργασία με το ΤΕΠΑΚ, το Municipality of Campli της Ιταλίας ως Project Leader και το University of Aveiro–DEGEI Department της Πορτογαλίας.

Publications in International Journals:

1. Journal of Heritage Tourism (International peer-reviewed journal), άρθρο με τον τίτλο: «Contemporary parish and pilgrimage travel. Preconditions and targeting», (under review, 18/12/2014).
2. *Global Business & Economics (International referred publication – acceptance rate 50%)*, άρθρο με τον τίτλο: «The Religious and Pilgrimage Tourism in Cyprus and its contribution to the Cyprus economy», δημοσιεύτηκε τον Δεκέμβριο 2012, σελ.78.
3. Επιστημονικό περιοδικό ΚΟΣΜΟΣ, Αριστοτελείου Πανεπιστημίου Θεσσαλονίκης, άρθρο με τον τίτλο: «Οργάνωση προσκυνηματικής εκδρομής εξ επόψεως ποιμαντικής» (έγινε δεκτό για δημοσίευση στις 17/12/2014).
4. *Tourism Today (International peer-reviewed journal)*, άρθρο με τον τίτλο: «The Religious and Pilgrimage Tourism in Cyprus and its importance in the Cyprus Tourism Industry» (under review, 16/12/2014).
5. Έκδοση βιβλίου *Επιστημονικά Συμπόσια*, Εταιρεία Κυπριακών Σπουδών, άρθρο με τον τίτλο: «Η Κύπρος ως σημαντικός γεωπολιτικός και προσκυνηματικός χώρος διά μέσου των αιώνων - Η περίπτωση της Ιεράς Μονής Μαχαιρά» (έγινε δεκτό για δημοσίευση στις 21/11/2014).
6. 6) Επιστημονικό περιοδικό *Πεμπουσία*, άρθρο με τον τίτλο: «Ιεραποδημίες Κυπρίων Αγίων στους Αγίους Τόπους και η συμβολή τους στην ποιμαντική πτυχή και ανάπτυξη του Προσκυνηματικού Τουρισμού», (έγινε δεκτό για δημοσίευση στις 28/12/2014)
7. Εθνικό Κέντρο Τεκμηρίωσης Διδακτορικών Διατριβών στην Αθήνα, κατατεθειμένη σε ηλεκτρονική μορφή η Διδακτορική του διατριβή με θέμα: «Θρησκευτικός και Προσκυνηματικός Τουρισμός στην Κύπρο. Ποιμαντική προσέγγιση».
8. Επιστημονικό Περιοδικό *Θεοδρομία*, άρθρο με τον τίτλο: «Ιεραποδημίες, οδοιπορικά, περιηγήσεις στο Άγιο Όρος. Θρησκευτικός και Προσκυνηματικός Τουρισμός» (έγινε δεκτό για δημοσίευση στις 26/12/2014).
9. Επίσημο Περιοδικό της Εκκλησίας της Κύπρου, Βραβείο Ακαδημίας Αθηνών, *Απόστολος Βαρνάβας*, άρθρο με τον τίτλο: «Η δημιουργία της πρώτης Χριστιανικής Εκκλησίας στην Κύπρο και η συμβολή της στην ανάπτυξη του Θρησκευτικού και Προσκυνηματικού Τουρισμού στην Κύπρο» (έγινε δεκτό για δημοσίευση στις 17/10/2014).

Conference and Seminars:

1. «Religious and Pilgrimage Travel; The case of Cyprus», στο Συνέδριο «Assessing Pilgrimage Studies today», University of York U.K. 2014.
2. «Market Research for the Development of the Religious and the Pilgrimage Tourism in Cyprus», στο Συνέδριο “International Conference on Tourism”, Cyprus University of Technology, 2013.
3. "The experience of the Religious Pilgrimage in Cyprus through the centuries", στο Συνέδριο "Taking the long view in Pilgrimage studies", University of York U.K., 2012.
4. «The Religious and the Pilgrimage Tourism in Cyprus, as an alternative type of tourism; Past, Present and Future», στο Συνέδριο “International Conference on Tourism”, International Association for Tourism Policy, 2012
5. «Development of the Religious and the Pilgrimage Travel and Tourism in Cyprus, in a Globalizing environment», στο Συνέδριο «Guiding the Pilgrim: Religious Travel and Tourism in a Globalised World», University of Nicosia, 2012.

Publication of Book:

1. «Η Παναγία η Κουσουλιώτισσα», Λευκωσία, 2009.ISBN:979-9963-8854-3-5.

Participation in Conferences:

1. «Assessing Pilgrimage Studies today», University of York, 5-6 Ιουλίου 2014, με την εισήγηση: «Religious and Pilgrimage Travel; The case of Cyprus».
2. «Trends, impacts and Policies on Sustainable Tourism Development», ICOT 2013, Τεχνολογικό Πανεπιστήμιο Κύπρου και International Association for Tourism Policy, 5-8 Ιουνίου 2013 με την εισήγηση: «Market Research for the Development of the Religious and the Pilgrimage Tourism in Cyprus».
3. «Taking the long view in Pilgrimage studies», University of York, 17 Ιουλίου 2012 με την εισήγηση: «The experience of the Religious Pilgrimage in Cyprus through the centuries».
4. Global Business & Economics 2012 στο Salzburg της Αυστρίας, που οργάνωσε το Business & Economics Society International, 6-9 Ιουλίου του 2012, με την εισήγηση: «The Religious and Pilgrimage tourism in Cyprus and its contribution to the Cyprus economy».
5. «Setting the agenda for special interest tourism: Past, Present and Future», ICOT 2012, Τεχνολογικό Πανεπιστήμιο Κύπρου και International Association for Tourism Policy, Μάιος 2012, με την εισήγηση: «The Religious and the Pilgrimage Tourism in Cyprus, as an alternative type of tourism. Past, Present and Future».
6. «Guiding the Pilgrim: Religious Travel and Tourism in a Globalised World», Πανεπιστήμιο Λευκωσίας και Κυπριακός Οργανισμός Τουρισμού, Απρίλιος 2012, με την εισήγηση: « Development of the Religious and the Pilgrimage Travel and Tourism in Cyprus, in a Globalizing environment».
7. «The future of Air Transport», Institute of Economic Affairs Λονδίνο, κατά την περίοδο 2000-2006, σε θέματα ανταγωνισμού και φιλελευθεροποίησης αερομεταφορών, νέων εφαρμογών ηλεκτρονικής τεχνολογίας στην τουριστική βιομηχανία, στρατηγικής και ανάπτυξης στο τομέα του Τουρισμού και των Αερομεταφορών.

8. «Ανάπτυξη του Θρησκευτικού Τουρισμού», Παγκόσμιος Οργανισμός Τουρισμού και Κυπριακός Οργανισμός Τουρισμού, Κύπρος 2006.
9. «Θρησκευτικός Τουρισμός στην Ελλάδα», Συνοδικό Γραφείο Προσκυνηματικών Περιηγήσεων της Εκκλησίας της Ελλάδος, Ζάκυνθος 2009.
10. Μέλος του Δ.Σ. της Παγκύπριας Ένωσης Ελλήνων Θεολόγων (Π.Ε.Ε.Θ.)
11. Τακτικό Μέλος του Συνοδικού Γραφείου Προσκυνηματικών Περιηγήσεων (Θρησκευτικού Τουρισμού) της Εκκλησίας της Ελλάδος, 1.9.2006-31.8.2010.
12. Μέλος της Επιτροπής του Συνοδικού Γραφείου Προσκυνηματικών Περιηγήσεων (Θρησκευτικού Τουρισμού) της Εκκλησίας της Κύπρου.
13. Μέλος του Δ.Σ. της Χριστιανικής Ένωσης Κυπρίων Επιστημόνων (Χ.Ε.Κ.Ε.)
14. Γραμματέας της Εκκλησιαστικής Επιτροπής και ιεροκήρυκας του «Αγίου Παντελεήμονα» στη Μακεδονίτισσα
15. Αντιπρόεδρος της Επιτροπής Βιοϊατρικής Έρευνας της Εθνικής Επιτροπής Βιοηθικής Κύπρου.
16. Μέλος της Εταιρείας Κυπριακών Σπουδών.

DR. PAVLOS PANAYI:

*PhD Data Communications,
MBA Business Administration
BSc computer science*

Research Publications:

1. P. Panayi, J. Kurose, D. Towsley " Efficient Schemes for Broadcasting Popular Videos" ACM/Springer Multimedia Systems (January 1999)
2. P. Panayi, D. Towsley " Evaluation of RAID Architectures" IEEE Transactions on Computers (January 1998).
3. P. Panayi, D. Towsley "Real-Time Traffic over the Internet" UMass CMPSCI Technical Report (January 1997).

DR. LOIZOS CHRISTOU:

*DBA Business Administration
MSc Financial Economics,
Post Graduate in Education
BA Economics*

Research Publications:

1. Christou, L., (2007). Marketing: A New Phenomenon and its Implications on Marketing, in Fall 2007; (Paper accepted for publication in Journal of Business Administration Online: <http://jbao.atu.edu>)
2. Christou, L.,(2006). Critique on Cultural Diversity, Spring 2006, Vol. 5,No.1; (Paper accepted for publication in Journal of Business Administration Online: <http://jbao.atu.edu>)

3. Christou, L.,(2005). The Role of E-Commerce on Consumer Behaviour, Spring 2005, Vol.5,No.1; (Paper accepted for publication in Journal of Business Administration Online: <http://jbao.atu.edu>)
4. Christou, L.,(2005). A Customer's Expectation and Perception of Hotel Service Quality in Cyprus, Fall 2005, Vol.4, No.2; (Paper accepted for publication in Journal of Business Administration Online: <http://jbao.atu.edu>)
5. Christou, L.,(2008). Marketing Regulations and Consumer Behaviour: Ethical issues in Marketing to Children, Fall 2008; (Paper accepted for publication in Journal of Business Administration Online: <http://jbao.atu.edu>)
6. Christou, L., (2012)Is it possible to combine mass tourism with alternative forms of tourism: the case of Spain, Greece, Slovenia and Croatia? : (Paper accepted for publication in <http://jbao.atu.edu>: http://www.atu.edu/jbao/spring2012/Is_it_possible_to_combine.pdf)
7. Christou, L.,(2012).The impact of Human Resources Management practices on organizational performance in relation to productivity improvement and motivational enhancement. (Paper accepted for publication in Journal of Business Administration, on line: <http://jbao.atu.edu>)
8. Christou, L., (2005) A Customer's Expectation and Perception of Hotel Service Quality in Cyprus; . (Paper accepted for publication in Tourism Today: Journal on Line, College of Tourism and Hotel Management:
9. Christou, L., (2005) A Customer's Expectation and Perception of Hotel Service Quality in Cyprus . (Paper accepted for publication in Journal of Business Administration Online: <http://jbao.atu.edu>)
10. Christou, L., (2005) A Customer's Expectation and Perception of Hotel Service Quality in Cyprus . (Paper accepted for publication in FIU Hospitality Review: Fall 2005, Vol. 23, Issue 2, pp. 43-54.

Academic and Professional Presentations:

Two papers were accepted and presented in the 2nd Advances in Hospitality and Tourism Marketing & Management Conference (AHTMMC), held in Corfu island the 31st of May to the 3rd of June 2012.

1. Christou, L., (2012). Is it possible to combine mass tourism with alternative forms of tourism: the case of Spain, Greece, Slovenia and Croatia? (Paper accepted and presented in the 2nd Advances in Hospitality and Tourism Marketing & Management Conference (AHTMMC), held in Corfu island the 31st of May to the 3rd of June 2012.
2. Christou, L., (2012). Machiavellianism and leader member exchange: The effects of self-monitoring, role competence, and emotional intelligence. (Paper accepted and presented in the 2nd Advances in Hospitality and Tourism Marketing & Management Conference (AHTMMC), held in Corfu island the 31st of May to the 3rd of June 2012)

Conference and Seminars:

1. EUROPASS SEMINAR, KPMG, Nicosia, Cyprus (2011)
2. OLOGNA SEMINAR, Lifelong Learning Program: Application form ECTS Label, and Diploma Supplement, Period 2011-2014, Nicosia, Cyprus (2011)

3. BOLOGNA SEMINAR, Lifelong Learning Program: Application form ECTS Label, and Diploma Supplement, Nicosia, Cyprus (2010).
4. “Small Business Management For Chinese Business Managers” In association with Louis Cruises, at the College of Tourism and Hotel Management (2008).
5. In House Training Programme Presented by Mitsigas – RTI: Total Quality Management , One Week Duration (2000)

DR. SAVVAS TRICHAS

PhD HRM Marketing & Management

MA Education & International Management & Policy Studies

BA Primary Education

Papers and conferences

- Trichas, S. (2015). New methods exploring facial expressions in the context of leadership perception: Implications for educational leaders. In K. Beycioglu, & P. Pashiardis, *Multidimensional Perspectives on Principal Leadership Effectiveness*. (pp. 205-225). New York: IGI Global.
- Trichas, S. (2015). The Contribution of Sophisticated Facial Expression Coding to Leadership Research. Confirmation of acceptance for publication In *Handbook of Methods in Leadership Research*. Cheltenham, UK: Edward Elgar Publishing.
- Trichas, S., Schyns, B., & Lord, B. (2015) "*Facing*" leaders: Facial expression and leadership perception. Manuscript in preparation for publication.
- Trichas, S., & Schyns, B. (2015) *What a Leader's Face Reveals: Exploring the Effect of Subtle Facial Expression Alterations to Leadership Perceptions*. Manuscript in preparation for publication.
- Pashiardis, P., Stylianides, M., Iordanides, G., Chatzipanagiotou, P., & Trichas, S. (2013). *Study Guide EPA62: Managing Educational Units*. Nicosia, Cyprus: Open University of Cyprus.
- Trichas, S., & Schyns, B. (2012) The face of leadership: Perceiving leaders from facial expression. *Leadership Quarterly*, 23, 545-566.
- Trichas, S. (2012) Face the face: The contribution of sophisticated facial action coding techniques in the area of leadership perception. In Tsiakkeros, A. (Ed.) *Proceedings of the 8th Annual Commonwealth Council for Educational Administration and Management, Limassol* (pp. 108-109). Nicosia, Cyprus: Cyprus Educational Administration Society.
- Trichas, S. (2012) Integrating sophisticated facial expression analysis in leadership perception research. In Politis, J. (Ed.) *Proceedings of the 8th European Conference on Management Leadership and Governance* (pp. 86-87). Reading, UK: Academic Publishing International Limited.
- Trichas, S. (2012) Face the face. *The Cyprus Research Facts*, 3, 102-121.

- Trichas, S. (2010) *The Face of Leadership: Leadership perception from Facial Expression*. Paper presented at the 13th European Conference on Facial Expression (Duisburg-Essen, Germany, 26th to 29th of June, 2010).
- Papanastasiou, E., Kosta, E., Trichas, S., Nicolaou, S., & Panagiotou, T. (2005) *Predicting achievement in a research methods course*. 11th European Conference for Research on Learning and Instruction, University of Cyprus, Nicosia, Cyprus.
- Trichas, S., Alampritis, P., Zeka M., Michael, N., Panaseti, A., Papademitriou, E., Christophi, A., Aristeidou, T., & Phtiaka, E. (2004) *Behavioral problems in school: A case study in a high school In Cyprus*. Proceedings of the 8th Pancyriot Conference of the Cyprus Educational Research Association, University of Cyprus, Nicosia, Cyprus.

Grants/Awards

- The Leverhulme Trust: International network grant for Lord et al. (2014) *International Network of Implicit Leadership Theory (ILT) Scholars*.
- University of Portsmouth award for Trichas, S. (2011) for publication in a high impact journal (Trichas & Schyns, 2012, *Leadership Quarterly*).
- Scholars Bursaries, University of Portsmouth 2010 award for Trichas, S. (2010) *Facial Expression Influences in Leadership perception*. Unpublished manuscript
Scholars Bursaries, University of Portsmouth 2009 award for Trichas, S. (2009) *Leadership perception: The power of the face*. Unpublished manuscript
- Scholars Bursaries, University of Portsmouth 2008 award for Trichas, S. (2008) *Face the face*. Unpublished manuscript

Reviewer and editorial board activity

- The Leadership Quarterly (reviewer)
- German Journal of Research in Human Resource Management European Journal of Work and Organizational Psychology (reviewer) European
- Conference on Management Leadership and Governance (reviewer)
Multidimensional Perspectives on Principal Leadership Effectiveness (editorial board)

Other research activity

Physical education research group, Ministry of Education and Culture

Seminars (executive and academic)

Lecturer-associate, FBI National Academy Associates Cyprus (FBINAA), 2014-15, Nicosia, Cyprus.

Organizing and conducting the Northern Advanced Research Training Initiative (NARTI) annual workshop on: *'New methods: Facial expression in context of leadership studies'*, Durham University, 2012, Durham, UK.

Lecturer-associate, HRM group professional training, Marfin Laiki Bank, 2009, Nicosia, Cyprus.

Guest lecturer, University of Portsmouth M.B.A., 2009, Portsmouth, UK.

Guest lecturer, University of Cyprus M.B.A. & B.A. Business Administration, 2009, University of Cyprus, CY.

Guest lecturer, University of Nicosia M.B.A., 2008, University of Nicosia, CY.

Nonverbal Communication Qualifications

IMEXA

Accredited Micro Expressions Research and Training Member, since 10/05/12, 2012, Athens, Greece.

MIX

Successful completion of Micro Expression Recognition: **Master** level since 26/12/11, 2011, Humintell, El Cerrito, California, USA.

MEET 2

Successful completion of Micro Expression Training Tool: **Expert** level (see Ekman, 2003) since 03/04/09, 2009, California, USA.

FACS

Facial Action Coding System certified coder (Ekman et al., 2002), 2009, Utah, USA.

MRS. CHRISTINA AGATHANGELOU

Research Articles on Police & Criminology:

- Research article on “Child Pornography on the Internet” and
- Research article on “Fingerprints”.

DR. ANDREAS HADJICHAMBIS

PhD, MSc, BSc

Research Associate

ΣΥΜΜΕΤΟΧΗ ΣΕ ΕΡΕΥΝΗΤΙΚΑ ΠΡΟΓΡΑΜΜΑΤΑ:

1. **Προώθηση της επίτευξης της υπεύθυνης έρευνας και καινοτομίας στην Επιστήμη μέσω της μάθησης** (Promoting Attainment of responsible research and innovation in science) – PARRISE (2014-2017) Ευρωπαϊκή Ένωση DG XI, FP7 (Δράση: Μέλος της ερευνητικής ομάδας του Τεχνολογικού Πανεπιστημίου Κύπρου).
2. **Ενεργοποίηση των Κινήτρων και Προσέλκυση των Μαθητών στην Επιστήμη** (Motivate and attract students to science – MASS (2014-2016) Ευρωπαϊκή Ένωση

- Life Long Learning Program (Μέλος της ερευνητικής ομάδας του Κυπριακού Κέντρου Περιβαλλοντικής Έρευνας και Εκπαίδευσης).
3. **Επαγγελματική Ανάπτυξη με εστίαση στη Μάθηση με Διερώτηση και στην Εκπαίδευση μέσω της Επιστήμης** (Professional Reflection Oriented Focus on Inquiry based Learning and Education through Science) - PROFILES (2010-2014) Ευρωπαϊκή Ένωση DG XI, FP7 Science in Society program. (Δράση: Μέλος της ερευνητικής ομάδας του Τεχνολογικού Πανεπιστημίου Κύπρου, Συντονιστής Ομάδας Βιολογίας).
 4. **Ψηφιακή υποστήριξη για τη διερεύνηση, τη συνεργασία και τον αναστοχασμό σε κοινωνικό – επιστημονικές διαλογικές αντιπαραθέσεις** (*Digital support for Inquiry, Collaboration, and Reflection on Socio-Scientific Debates*) - CoReflect (2008-2011) Ευρωπαϊκή Ένωση DG XI, FP7 Science in Society program. (Δράση: Μέλος της ερευνητικής ομάδας του Τεχνολογικού Πανεπιστημίου Κύπρου, Συντονιστής Ομάδας Βιολογίας).
 5. **Τα φυτά της Κύπρου ένα ολοκληρωμένο πρόγραμμα εκπαίδευσης μαθητών και εκπαιδευτικών για την οικολογία και την περιβαλλοντική ευαισθητοποίηση** - ΧΛΩΡΙΔΑ (2006-2009). Ίδρυμα Προώθησης Έρευνας. (Δράση: Μέλος της ερευνητικής ομάδας του ΚΥ.Κ.Π.Ε.Ε., Ανάδοχος Φορέας Πανεπιστήμιο Κύπρου-Τμήμα Επιστημών της Αγωγής).
 6. **Πρόγραμμα Εκπόνησης Διαχειριστικού Σχεδίου για την Περιοχή Μάμμαρι-Δένεια του Δικτύου Natura 2000** (2006-2008). Υπηρεσία Περιβάλλοντος, Υπουργείου Γεωργίας, Φυσικών Πόρων και Περιβάλλοντος (Δράση: Ειδικός Χλωρίδας και Οικοτόπων).
 7. **Οικολογία απειλούμενων παράκτιων οικοσυστημάτων της Κύπρου** - ΟΙΚΟΑΚΤ (2006-2007). Εκδόσεις Ερευνητικών Αποτελεσμάτων Ερευνητικών Προγραμμάτων ΙΠΕ, Ίδρυμα Προώθησης Έρευνας (Δράση: πρώτος συγγραφέας).
 8. **Ευρωπαϊκό Δίκτυο για τη Συλλογή και Διατήρηση Σπερμάτων Αυτοφυών Φυτών** - ENSCONET. (2005-2010). Ευρωπαϊκή Ένωση DG XI, FP6 (Δράση: Μέλος της ερευνητικής ομάδας του ΙΓΕ-Υπεύθυνος του Πανευρωπαϊκού *E-Forum-Collecting*).
 9. **Οικολογικό Δίκτυο Προώθησης Συγκλίνουσων Στρατηγικών Διατήρησης Παράκτιων Ενδιαιτημάτων Κοινοτικής Σημασίας** - ECONET-COHASt (2006-2007). Ευρωπαϊκή Ένωση Interreg III B Archimed (Δράση: Υπεύθυνος της ερευνητικής ομάδας της Κύπρου- Ινστιτούτου Γεωργικών Ερευνών).
 10. **Καθιέρωση Κοινών Μοντέλων Ολοκληρωμένης Αειφορικής Παρακολούθησης, Σχεδιασμού και Διαχείρισης Περιοχών Υψηλής Περιβαλλοντικής Αξίας για τον Έλεγχο της Υποβάθμισης των Φυσικών Πόρων – INNOVA** (2006-2008). Ευρωπαϊκή Ένωση Interreg III B Archimed (Δράση: Μέλος της ερευνητικής ομάδας της Κύπρου- Ινστιτούτου Γεωργικών Ερευνών).

11. **Ανάπτυξη Πρότυπου Μουσειοπαιδαγωγικού υλικού Περιβαλλοντικής Εκπαίδευσης** (2005-σήμερα). Κυπριακό Κέντρο Περιβαλλοντικής Έρευνας και Εκπαίδευσης ΚΥ.Κ.Π.Ε.Ε. (Δράση: Επιστημονικός Υπεύθυνος).
12. **Διατήρηση και Διαχείριση Περιοχών Natura 2000 στην Κύπρο** (2005-2008). Ευρωπαϊκή Ένωση DG XI, Life Nature - Contract No. Life NCY - 05/CY/123, Υπουργείο Γεωργίας, Φυσικών Πόρων και Περιβάλλοντος της Κυπριακής Δημοκρατίας, Επιστημ. Υπεύθυνος Δρ Κ. Γεωργίου (Δράση: Υπεύθυνος Εκπόνησης Προγράμματος Παρακολούθησης για τις Αλυκές Λάρνακας).
13. **Εκπαίδευση για τη Βιοποικιλότητα στην Κύπρο - BioEdu** (2005-2008). Κυπριακό Κέντρο Περιβαλλοντικής Έρευνας και Εκπαίδευσης ΚΥ.Κ.Π.Ε.Ε. (Δράση: Επιστημονικός Υπεύθυνος-Κύριος Ερευνητής).
14. **Εθνοβοτανική και εθνογραφική κληρονομιά παραδοσιακών τεχνολογιών, εργαλείων και χρήσεων άγριων και παραμελημένων καλλιεργούμενων φυτών για τροφή, φαρμακευτική σε χώρες γύρω από τη Μεσόγειο - RUBIA** (2003-2005). Ευρωπαϊκή Ένωση DG XI, FP5 (Δράση: Μέλος της ομάδας του Ινστιτούτου Γεωργικών Ερευνών).
15. **Εύτρωτοι παράκτιοι οικοτόποι της Κύπρου: αναγνώριση, περιγραφή, αξιολόγηση και προτάσεις διαχείρισης για τη διατήρησή τους – EYOIKO** (2003-2005). Ίδρυμα Προώθησης Έρευνας, Επιστημ. Υπεύθυνη Δρ Α. Δελλά (Δράση: Σχεδιασμός Ερευνητικής Πορείας, Συντάκτης της ερευνητικής πρότασης, Κύριος Ερευνητής).
16. **Το Ερυθρό βιβλίο της Κυπριακής χλωρίδας – KYPIPINIA** (2002-2007). Καταγραφή των πληθυσμών των σπάνιων και απειλούμενων φυτών της Κύπρου. Ίδρυμα Προώθησης Έρευνας, Επιστημ. Υπεύθυνος Τ. Τσιντίδης (Δράση: Μέλος της ομάδας εργασίας του Ινστιτούτου Γεωργικών Ερευνών).
17. **Ανάπτυξη προγραμμάτων περιβαλλοντικής εκπαίδευσης και πλαισίου δράσης του Κυπριακού Κέντρου Περιβαλλοντικής Έρευνας και Εκπαίδευσης** (2000-σήμερα). Κυπριακό Κέντρο Περιβαλλοντικής Έρευνας και Εκπαίδευσης ΚΥ.Κ.Π.Ε.Ε. (Δράση: Επιστημονικός Υπεύθυνος).
18. **Πρόγραμμα ηλεκτρονικής καταγραφής των φυτών του Εθνικού Βοτανολογίου** (2002-2006). Ινστιτούτο Γεωργικών Ερευνών Υπουργείου Γεωργίας, Φυσικών Πόρων και Περιβάλλοντος (Δράση: Μέλος της ομάδας του Ινστιτούτου Γεωργικών Ερευνών).
19. **Βιολογία διατήρησης απειλούμενων οικοτόπων της Κύπρου: Χλωρίδα, Βλάστηση, Οικολογία και Διαχείριση** (2000-2005). Τομέας Βοτανικής, Τμήματος Βιολογίας Πανεπιστημίου Αθηνών, Επιστημ. Υπεύθυνος Δρ Κ. Γεωργίου. (Δράση: Κύριος Ερευνητής).
20. **Μελέτη αξιολόγησης των περιβαλλοντικών στοιχείων και των δυνατοτήτων αειφόρου ανάπτυξης της εκκλησιαστικής ιδιοκτησίας στη περιοχή**

- Ακρωτηρίου** (2001). Κυπριακό Ίδρυμα Προστασίας του Περιβάλλοντος, Επιστημ. Υπεύθυνος Ν. Simons. Ίδρυμα Αναστάσιος Γ. Λεβέντης (Δράση: Επιστημονικός Σύμβουλος για βλάστηση και χλωρίδα).
21. **Επιπτώσεις από τη λειψυδρία και την διαχείριση των υδάτινων πόρων στις εκβολές των χειμάρρων σε νησιωτικό περιβάλλον**, Πρόγραμμα DAC (2000-2001) Διακρατικό Πρόγραμμα Αναπτυξιακής Συνεργασίας και Βοήθειας του ΥΠΕΧΩΔΕ, Τομέας Οικολογίας, Τμήμα Βιολογίας Αριστοτελείου Πανεπιστημίου Θεσσαλονίκης, Επιστημ. Υπεύθυνη Δρ Δ. Βώκου (Δράση: Μέλος σε ομάδα εργασίας για εξορμήσεις πεδίου για λήψη δεδομένων προγράμματος βιοπαρακολούθησης βλάστησης και χλωρίδας).
22. **Ειδικές Ζώνες Διατήρησης (SAC) (Οδηγία 92/43/EEC) στην Κύπρο** (1999-2001). Ευρωπαϊκή Ένωση DG XI, Life Third Countries - Contract No. Life TCY - 96/CY/172, Υπουργείο Γεωργίας, Φυσικών Πόρων και Περιβάλλοντος της Κυπριακής Δημοκρατίας, Επιστημ. Υπεύθυνος Δρ Κ. Γεωργίου (Δράση: Μέλος σε ομάδες εργασίας σε εξορμήσεις πεδίου για λήψη δεδομένων).
23. **Συμμετοχή στην Ομάδα Εργασίας για την Αναβάθμιση της Εθνικής Τράπεζας Σπερμάτων (Φυτικού Γενετικού Υλικού-CYPARI) και των Εργαστηρίων της** (σχεδιασμός και οργάνωση νέων εγκαταστάσεων).

DR. DEMETRA HADJICHAMBIS
PhD, MSc, BSc
Research Associate

ΣΥΜΜΕΤΟΧΗ ΣΕ ΕΡΕΥΝΗΤΙΚΑ ΠΡΟΓΡΑΜΜΑΤΑ:

1. **Προώθηση της επίτευξης της υπεύθυνης έρευνας και καινοτομίας στην Επιστήμη μέσω της μάθησης** (Promoting Attainment of responsible research and innovation in science) – **PARRISE** (2014-2017) Ευρωπαϊκή Ένωση DG XI, FP7 (Δράση: Lead Teacher).
2. **Ενεργοποίηση των Κινήτρων και Προσέλκυση των Μαθητών στην Επιστήμη** (Motivate and attract students to science – **MASS** (2014-2016) Ευρωπαϊκή Ένωση Life Long Learning Program (Μέλος της ερευνητικής ομάδας του Κυπριακού Κέντρου Περιβαλλοντικής Έρευνας και Εκπαίδευσης).
3. **PROFILES: Professional Reflection Oriented Focus on Inquiry-based Learning and Education through Science (2011-2014)**. Ευρωπαϊκό Πρόγραμμα WP7. (Δράση: Lead Teacher).

4. **ΧΛΩΡΙΔΑ:** Τα φυτά της Κύπρου: ένα ολοκληρωμένο πρόγραμμα εκπαίδευσης μαθητών και εκπαιδευτικών για την οικολογία και την περιβαλλοντική ευαισθητοποίηση (2007-2010). Ίδρυμα Προώθησης Έρευνας-**Ανάδοχος Φορέας: Τμήμα ΕΠΑ, Πανεπιστήμιο Κύπρου.** (Δράση: Συγγραφή της πρότασης, συντονίστρια της ερευνητικής ομάδας, ανάπτυξη μαθησιακού υλικού εμπλουτισμού του αναλυτικού προγράμματος της Επιστήμης του Δημοτικού και Υλικού κατάρτισης Εκπαιδευτικών).
5. **ΟΙΚΟΣ:** Originating Innovative methods to learn and teach Knowledge in the field of earth and natural sciences derived from an Original and combined use of applicative Software (2004-2007). Ευρωπαϊκό πρόγραμμα-Leonardo da Vinci. Στο πρόγραμμα συμμετείχε το Πανεπιστήμιο Κύπρου και οργανισμοί από δέκα άλλες ευρωπαϊκές χώρες. (Δράση: Συμμετοχή στην ερευνητική ομάδα της Βιολογίας - Μέλος Ερευνητικής Ομάδας Μάθησης στις Φυσικές και Περιβαλλοντικές Επιστήμες, Πανεπιστήμιο Κύπρου).
6. **ΑΛΥΚΗ:** Ένα μαθησιακό περιβάλλον για καλλιέργεια των δεξιοτήτων διερεύνησης πεδίου και μοντελοποίησης φαινομένων μέσα από τη μελέτη των αλυκών της Κύπρου (2004-2006). Ίδρυμα Προώθησης Έρευνας. **Ανάδοχος Φορέας:** Τμήμα ΕΠΑ, Πανεπιστήμιο Κύπρου. (Δράση: Συμμετοχή στην ερευνητική ομάδα).
7. **RUBIA:** Circum-Mediterranean ethnobotanical and ethnographic heritage in traditional technologies, tools, and uses of wild and neglected cultivated plants for food, medicine, textiles, dying, and handicrafts (RUBIA). Ευρωπαϊκή Ένωση DG XI, FP5 (2003-2006). (Δράση: Κύρια Ερευνήτρια, υπεύθυνη για τη δημιουργία και συγγραφή του βιβλίου για την Κύπρο, συμμετοχή στην επιστημονική ομάδα του βιβλίου Ευρωπαϊκός Άτλαντας Εθνοβοτανικής).
8. **ΕΥΟΙΚΟ:** Εύτρωτοι Παράκτιοι Οικότοποι της Κύπρου (Υδροβιότοποι, Αμμοθίνες): αναγνώριση, περιγραφή, αξιολόγηση, χαρτογραφική απεικόνιση προτάσεις διαχείρισης για τη διατήρησή τους (2003-2005). Ίδρυμα Προώθησης Έρευνας. (Δράση: Συμμετοχή στην συγγραφή της πρότασης και μέλος της ερευνητικής ομάδας).
9. **ΤΟ ΚΟΚΚΙΝΟ ΒΙΒΛΙΟ ΤΗΣ ΚΥΠΡΙΑΚΗΣ ΧΛΩΡΙΔΑΣ:** Καταγραφή των πληθυσμών των σπάνιων και απειλούμενων φυτών της Κύπρου. Ίδρυμα Προώθησης Έρευνας (2002-2005). (Δράση: Μέλος της επιστημονικής ομάδας εργασίας του ΙΓΕ και μέλος της επιτροπής συγγραφής του βιβλίου).

10. Πρόγραμμα **Ηλεκτρονικής Καταγραφής** των φυτών του Εθνικού Βοτανολογίου της Κύπρου (2002-2004). Ινστιτούτο Γεωργικών Ερευνών Υπουργείου Γεωργίας, Φυσικών Πόρων και Περιβάλλοντος.
11. Οργάνωση και συντονισμός Προγράμματος Περιβαλλοντικής Εκπαίδευσης στα πλαίσια των Οικολογικών Σχολείων (2002-2003) με θέμα: «Τα ενδημικά φυτά της Κύπρου με ιδιαίτερη αναφορά στα ενδημικά φυτά της περιοχής Αθηαίνου». (Δράση: Επιστημονική Υπεύθυνος).

DR. ARISTONIKI THEODOSIOU

PhD Psychology

MSc Finance & Maritime Studies

MSc Psychotherapy

MSc Total Quality Management & Innovative Implementation on Education

PgP Counselling Psychology

Bachelor Psychology

PUBLISHED ARTICLES

<i>Stigma Magazine:</i>	2010
Art Psychotherapy in Group Child Therapy	Vol. 44:38 2007
<i>Egkefalos Magazine:</i>	
Art Intervention to Patients with Mild Cognitive Impairment	Vol. 44:38 2007
Humane approach to patients with mild cognitive impairment	Vol. 44:38 2007
Progress of an Early Dementia Incident Under Cognitive Intervention	Vol. 44:24 2007
Progress of an Mild Dementia & Depression Incident Under Cognitive Intervention	Vol. 44:24 2007
<i>Stigmata Magazine:</i>	
Art therapy for Patients with Dementias	Vol. 15: 2007-10-16
<i>Other published articles include Psychopedagogic Issues and Special Didactics for the Supreme Council for Civil Personnel Selection (ASEP) (2008).</i>	

AUTHORSHIP & PUBLISHING

Exercises Art therapy for Socialization and Executive Function	Upbility Publications, 2016
A series of five fairytales for managing difficult situations and their use as diagnostic tools	
Thematic areas: Child & Death, Child & Abuse, Child & Divorce	Thessaloniki, 2015
Child & Phobias, Child & Bullying	
<i>Included in the list of approved books of the Directory of Primary Education of the Greek Ministry of Education and Culture</i>	
Oselotos Tales Collective Volume	Oselotos Publications, 2015
Book -Mom, Dad, Do You Listen to Me?-	Anazitiseis Publications, 2012
Book -Multiple sclerosis: Test of the soul-	Fyllis Publications, 2011
Novel -Kastella, Can You Paint Angels?-	Giourdas Publications, 2010
Book -Review of Counseling Topics-	Giourdas Publications, 2010

Online Publishing

Feature writer and essayist on personal website -aristonikisworld.mozello.com- and LinkedIn Personal Profile -Aristoniki Theodosiou-Tryfonidou-

Print Publishing

Feature writer and essayist on regular columns on local newspapers and portals, such as -Portal Thessaloniki: Arts & Culture-, -Portal Psychology Now-, Newspaper -Fileleftheros-, -Portal Psychological Lighthouse www.psixologikosfaros.gr-

Under Review

1. "The dirty rain, the fire and the ghosts of the forest as the surfacing, alienated self" A case-study of an alienated child
2. The construction of the female identity in pre-adolescence; a phenomenological study of the experience of girls and their mothers

RESEARCH

Parental Alienation Association in Greece and Cyprus
Scientific Collaborator

12/2014 - Present

- Designed and executed research for the study of cases of children who have been abused and who have experienced parental alienation.
- Compiled Project Proposal to the forthcoming DAPHNE program call, relating to the utilization of drama, art and play treatments in victimized children, placed under foster care and professionals' training on these techniques.
(Institute of Child Health, Mrs. Vassiliki Karvela and Dr George Nicolaidis, Mrs. Quintana - contact person of Alt Empordà County Council in Catalonia, Spain)

PROFESSIONAL TRAINING

Systemic Association of Northern Greece (Tasos Zisis) 2007 – 2010
Systemic Psychotherapist Training: *systemic-family therapy & Internship at the Mental Health Disorders Center of Ampelokipi*

Psychoanalytic Medical Center of Thessaloniki 2006 - 2007
Psychotherapy Method Training: Cognitive - Analytical Greece

INTERNSHIPS

Preteens from public and private schools , parents and teachers ▪ Thessaloniki 2008 – 2012
School & Evolutionary Psychologist – Doctoral Research 702 hours

Medical & Child Medical Center of Papanikolaou Hospital ▪ Thessaloniki, Greece 2006 – 2008
School & Evolutionary Psychologist – Psychotherapist 518 hours

The Greek Association of Alzheimer Disease ▪ Thessaloniki, Greece 2005 – 2007
Psychologist – Psychotherapist 765 hours

Self-Help Promoting Pilot Program, Psychology School, Aristotle University of Thessaloniki 2000 – 2003
Psychologist – Psychotherapist 200 hours

DR. IOSIF KAFKALAS

*PHD ECONOMICS,
MSC ECONOMICS,
BSC ECONOMICS*

Research interests	Applied microeconomics, decision theory under uncertainty, economic analysis of crime and conflict, environmental and agricultural economics, food and resource sustainability, poverty and inequality.
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Publication	* Kafkalas, S., P. Kalaitzidakis and V. Tzouvelekas (2014). Tax evasion and public expenditures on tax revenue services in an endogenous growth model. <i>European Economic Review</i> 70, 438-453.
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Working papers	<ul style="list-style-type: none">‡ Efficiency and productivity measurement under conditions of uncertainty.‡ Improved distance-function measures; solving the issues of slacks and input-output differences.‡ Groups of homogeneity, under a two-stage threshold and smooth transition process.‡ Developing a model for decisions under uncertainty; evolving Cumulative Prospect Theory with micro-foundations.<ul style="list-style-type: none">• Application in economic analysis of poverty and inequality• Application in environmental economics and sustainability• Application in economic analysis of conflict and crime
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Conference presentations	<ul style="list-style-type: none">* Heraclitus 2012, Greece: Optimal decision-making under uncertainty and heterogeneity. Poster and presentation, NSRF-ESF Program.* EWEPA 2011, Verona: Incorporating heterogeneity into productivity and efficiency analysis. Robert G. Chambers and Iosif Kafkalas.* NAPW 2010, Houston: Stochastic Production Frontiers in the Event-specific Framework. Robert G. Chambers and Iosif Kafkalas.* EWEPA 2009, Pisa: Measuring Stochastic Agricultural Productivity. Robert G. Chambers and Iosif Kafkalas.
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Work in Research Programs	<ul style="list-style-type: none"> * TEAMPEST - 7th F.P European Commission Project <i>"Theoretical Developments and Empirical Measurement of the External Costs of Pesticides"</i>. Knowledge Based Bio-Economy (KBBE), theme 2: Food, Agriculture and Fisheries, and Biotechnology Position: Model development on decisions under uncertainty and effective measurement of efficiency and productivity. http://www.eng.auth.gr/mattas/teampest/ * Economic Analysis of Crime <i>"Effectiveness of policies against crime; Severity and certainty of punishment over deterrence"</i>. ELKE National Research Funds, Greek Ministry of Education Position: Development of decision model and application on crime statistics from Greece and the US. * FoodIMA - 6th F.P European Commission Project <i>"EU Food Industry Dynamics and Methodological Advances"</i>. Sustainable Management of Europe's Natural Resources Methodological tools for economic assessment of the EU food chain Position: Research assistant, literature review, data management and analysis. http://www.eng.auth.gr/mattas/foodima.htm * CARERA - 6th F.P European Commission Project <i>"The impact of CAP reform on the employment levels of rural areas"</i>. Sustainable Management of Europe's Natural Resources Methodological tools for economic assessment of the EU food chain Position: Research assistant, data management and analysis. http://www.eng.auth.gr/mattas/carera.htm
Grants & awards	<ul style="list-style-type: none"> ‡ Heraclitus NSRF grant for PhD studies, European Social Fund. ‡ Vardinoyannis Foundation; scholarship for top regional postgraduate and undergraduate students. ‡ State Scholarships Foundation; Award as top 3rd entry in Department of Economics, University of Crete, Greece.
Ph.D. thesis	Essays in Expected Utility; Agricultural production under uncertainty.
M.Sc. thesis	Financial institutions and economic growth; Interaction and testing for spurious correlation and causality.

IOULIA MAIMARI
MSc Psychology
BSc Psychology

Δημοσιεύσεις

- Ioulia Maimari. The Psychological Symptoms of Stress (chapter 13). *Stress in the Modern World*. Publisher: ABC – CLIO, California (2017)
- Ioulia Maimari. Stress Hormones (short and long term effects) (chapter 15). *Stress in the Modern World*. Publisher: ABC – CLIO, California (2017).
- Ιουλία Μαϊμάρη & Ντιάνα Χαρίλα (2016). Οι καταβολές της ΓΣΘ στην Επικούρεια Φιλοσοφία. *Γνωσιακή Συμπεριφοριστική Έρευνα και Θεραπεία*, (2):1, 11 – 18.
- Maimari, I., Chiona, P., Dokos, C., (2012) Insight Medical Unexplained Symptoms. *Mind and Brain*, (3):2, 51 – 57.
- Putman, P., Van Peer, J., Maimari, I., & Van der Werff, S. (2010), EEG theta/beta ratio in relation to emotional traits, attentional control, and fear-modulated response-inhibition. *Biological Psychology*, 83, 73 – 78.
- Maimari, I., Dokos C., Mironidou-Tzouveleki, M. (2008), Brain Wave Patterns and Steroids Administration. *Review of Clinical Pharmacology and Pharmacokinetics, International Edition*, Volume 22, Issue 2, 230 – 231

Συμμετοχές

- I. Maimari. Neurofeedback applications in CBT treatment of ADHD. 3^ο Πανελλήνιο Συνέδριο Γνωσιακών Ψυχοθεραπειών. Θεσσαλονίκη, 2012
- I. Μαϊμάρη, Ε. Παππά, Ι. Κακολύρη - Κλίτση, Κ. Μηλίγκου & Θ. Καλπάκογλου. Νευροαπεικονιστικές Μελέτες Γνωσιακών Συμπεριφοριστικών Παρεμβάσεων & Μεθοδολογικοί Προβληματισμοί. 2^ο Πανελλήνιο Συνέδριο Γνωσιακών Ψυχοθεραπειών. Αθήνα, 2009
- Maimari, I., Dokos C., Mironidou-Tzouveleki, M. (2008), Brain Wave Patterns and Steroids Administration. 5th Panhellenic Congress of Pharmacology, Athens 2009

Πρόσφατες Ομιλίες

- Φεβρουάριος 2017 – Διημερίδα «Γνωσιακή Συμπεριφορική Ψυχοθεραπεία στην πράξη: Χρήσιμες Γνώσεις και Εφαρμογές, Ευρωπαϊκό Πανεπιστήμιο Κύπρου: **Εκπαίδευση στη Διεκδικητική Συμπεριφορά**
- Δεκέμβριος 2016 - Διαβητικός Σύνδεσμος Πάφου: **Διαβήτης και Ψυχική Υγεία: Παρεμβάσεις στην Καθημερινότητα**
- Δεκέμβριος 2016 – Σύνδεσμος Κυριών: **Γυναίκα με αυτοεκτίμηση**
- Δεκέμβριος 2016 – Μεταπτυχιακό Συμβουλευτικής Ψυχολογίας Πανεπιστημίου Νεάπολης: **Εκπαίδευση στη Διεκδικητική Συμπεριφορά**

Πρόσφατες Δημοσιεύσεις στον τοπικό τύπο:

- Διαχείριση Χρόνου για καλύτερη ποιότητα ζωής
- Οι γιορτές τελείωσαν, η μελαγχολία όμως όχι!
- Είναι το παιδί σας υπερκινητικό ή απλώς ζωηρό
- Η σωματική δυσμορφική διαταραχή
- Μαθαίνοντας στα παιδιά μας κοινωνικές δεξιότητες
- Απλές τεχνικές για να θυμόμαστε καλύτερα

DR. DEMETRA FLOROU

PhD Molecular Biology
MSc Cell & Molecular Biology
BSc Cell & Molecular Biology

RESEARCH ACTIVITY

- 1) **National & Kapodistrian University** of Athens, Greece (Dec. 2011 – March 2014): Research Associate in the Department of Biochemistry and Molecular Biology, Faculty of Biology, School of Science, working in the research project entitled as: "Effect of chemotherapy treatment on human cancer cells and investigation of how the *BCL-2* family of apoptosis-related gene members, as well as of kallikrein-related peptidases could be exploited as future predictive markers of various human carcinomas to chemotherapy".
- 2) **National & Kapodistrian University** of Athens, Greece (Oct. 2005 – Nov. 2005): I was working for 1.5 months in the research programme entitled as: "Study of the expression of L-DOPA decarboxylase in cancer cells. Investigation of its differential diagnostic and prognostic value in prostate cancer".

MEMBER OF SCIENTIFIC ORGANIZATION

Member of the Pan-Hellenic Association of Bioscientists since June 2002.

ATTENDANCE OF CONFERENCES & SEMINARS

1. National Conferences (6)
2. International Congresses (4)

PARTICIPATION IN SCIENTIFIC CONGRESSES

- 1] National Conferences (2)
- 2] International Congresses (9)

PEER-REVIEWED PUBLICATIONS

- ▶ 6 Original Research Articles
- ▶ 1 Review Paper

DR. VALENTINA CHRISTOFOULOU

PhD Byzantine Modern Greek Language

MSc Ethics Studies

BSc English Language and Literature

CONFERENCES AND SEMINARS ATTENDED

Σεμινάρια στην Διδακτική της Ελληνικής. Τμήμα Επιστημών Αγωγής, Πανεπιστήμιο Κύπρου. 'Διαπολιτισμική εκπαίδευση και διδασκαλία της γλώσσας του σχολείου: Η περίπτωση της Κύπρου' (Intercultural Communication and the teaching of the school language: the case of Cyprus) (7 Νοεμβρίου 2013)

"Breaking Classroom Silences: addressing sensitive issues in education", European University Cyprus (October, 2013)

Σεμινάρια στην Διδακτική της Ελληνικής. Τμήμα Επιστημών Αγωγής, Πανεπιστήμιο Κύπρου. 'Η 'Διδασκαλία της Ελληνικής γλώσσας ως Δεύτερης Γλώσσας (Γ2): Περιπτωσιακή μελέτη σε γυναίκες Ρομά στον οικισμό στα Πολεμίδια' (Teaching Greek as a foreign language: Case study of women of the Roma settlement in Polemidia) (8 Οκτωβρίου 2013)

Οι πολλαπλές Διαστάσεις της Δυσλεξίας (Multiple Dimensions of Dyslexia)
(Paphos, 2013)

Ερευνητικές Κατευθύνσεις στο χώρο των Γλωσσών (Research directions in the area of Languages) (Limassol, 2012)

Integrating Course-books and Digital Materials in the Modern Classroom Seminar
(Paphos, 2012)

18th International Sociolinguistics Symposium (Southampton, 2010)

17th International Sociolinguistics Symposium (Amsterdam, 2008)

PRESENTATIONS GIVEN

11th International Conference on Greek Linguistics. Rhodes, 26-29 September 2013.

'The construction of Membership identities in a Greek-Cypriot student Society: Forms of Participation and Language Choices.'

Σεμινάρια στην Διδακτική της Ελληνικής. Πανεπιστήμιο Κύπρου, 7 Φεβρουαρίου 2012.

'Καθορίζοντας Πλαίσιο Δράσης: Ο ρόλος της Ελληνοκυπριακής Ταυτότητας στην διαμόρφωση πρακτικών και συμμετοχής στην Κυπριακή Κοινότητα Πρακτικής ΑΕΙ.'

'Modern Greek Studies Postgraduate Research Seminar. King's College London, 26 November 2010.

'Ο Κυπραίος θέλει Κυπραίο (The Cypriot needs Cypriots): language choice and national identity constructions'

18th International Sociolinguistics Symposium, Southampton, 1-4 September 2010

'Language and Identity Management Across Media: A CoP Study of a Greek-Cypriot student Society' (Poster Presentation)

Language, Discourse and Communication Research Day, King's College London, 17 March 2010.

'Translation as/in transcription: working with non-English data for linguistic analysis'.

Modern Greek Studies Postgraduate Research Seminar. King's College London, 5 February 2010.

'Member positions and relations: shaping communicative and participatory practices.'

UNDER REVIEW

Christodoulou, V. (2013) *The Construction of Membership Identities in a Greek-Cypriot Student Society: Forms of Participation and Language Choices*. (Submitted For Publication: Proceedings of the 11th International Conference in Greek Linguistics, Rhodes 2013)

WORK IN PROGRESS

Christodoulou, V. (2014) *Community-Making Processes across time and space: Mediated communication in establishing bonds within a Community of Practice*. (In preparation)

Christodoulou, V and Ioannidou, E. (2014) *Voicing and Silencing within class in a multilingual private school in Cyprus*. (In preparation)

ACTIVITIES and INTERESTS

- Member of the Cyprus Pedagogical Association of Cyprus (2013)
- Member of the Mental Health Association of Paphos (2010-present)
- Member of the International Pragmatics Association (2010-present)
- Convenor of the Modern Greek Postgraduate Seminar for Semester A at the Department of Byzantine and Modern Greek Studies (September-December 2009)
- Co-organizer of Graduate Research Fair for Centre of Language, Discourse and Communication/Byzantine and Modern Greek Studies (22nd October 2009)
- Secretary of the School Committee at Bishop Christophoros Camberwell Greek School (2010-2011)

RESEARCH INTERESTS

- Sociolinguistics
- Discourse Analysis
- Computer Mediated Communication
- Language and New Media
- Language and Literacy
- Intercultural Communication

DR. ELENI ASPROGENOUS
DBA Management
MBA – Management
BA Tourism Studies

Research:

Characteristics of expansion of Tourism in Cyprus (Growth up to 1973, repercussions of Turkish invasion for the years 1974 and 1975, meters, economic plans, objectives, governmental meters for recovery, Cypriot wealth).

Human Potential (importance in the decision-making, productivity conditions for effective conduct of work, quality role of leaders of/heads, quality of personnel, communication, productivity, evaluation, efficiency, environment of work, practical application)

Scientific Administration (organisation, strategy, globalisation, multinational companies, communication with today's current given)

World Communication (channels of communication, relations in the world communication)

Ways of communication (direct communication, need of communication correspondence, right comprehension, public speech as a way of communication)

Informative systems (computers and their importance, development of informative systems, electronic post, internet)

The educational system and his importance (organisation and administration of educational units, evaluation, educational system, educational administration, government and educational system, particularities in the current education, pedagogic psychology, autistic children)

Administration of enterprises in the tourist industry (basic characteristics, hotel organisation, briefing of administration, tourist marketing, basic characteristics of marketing, basic factors of marketing, the difference of marketing in the tourist services, planning and strategy)

Services in the tourist industry (alternative tourism - administration, research of market, behaviour of consumers, marketing of tourist services, activities of centres' of recreation, advisory administration, organisation of enterprises)

Human potential (presentation)

Introduction of the tourism industry (presentation)

Attend many seminars and presentations organized in Cyprus and Abroad in a wide range of subjects.

Τίτλος έργου	Ημερομηνίες εκπόνησης (έναρξη – ολοκλήρωση)	Αξία έργου	Αποδέκτης/ Φορέας Ανάθεσης	Συνοπτική περιγραφή έργου	Αρμοδιότητες - καθήκοντα
Μελέτη για τις επιπτώσεις στην οικονομία και τον τουρισμό από την απόκτηση ακίνητης ιδιοκτησίας (2ης κατοικίας) από μη κατοίκους Κύπρου	2004 – 2005	52000	KOT	Μελέτη για τις επιπτώσεις στην οικονομία και τον τουρισμό από την απόκτηση ακίνητης ιδιοκτησίας (2ης κατοικίας) από μη κατοίκους Κύπρου	Εμπειρογνώμονας Καθορισμός επιπτώσεων, ειδικές αναλύσεις και σχεδιασμός οικονομικού μοντέλου Σχεδιασμός κινήτρων και εισηγούμενης πολιτικής
Μελέτη για τις κοινωνικές επιπτώσεις του τουρισμού από την ενδεχόμενη ίδρυση καζίνο στην Κυπριακή Δημοκρατία	2005 – 2006	Στα πλαίσια της Μελέτης πραγματοποιήθηκαν 9 έρευνες αγοράς των οποίων η αξία ξεπέρασε τα 30755 ευρώ	K.O.T	Μελέτη για τις κοινωνικές επιπτώσεις του τουρισμού από την ενδεχόμενη ίδρυση καζίνο στην Κυπριακή Δημοκρατία Δευτερογενή έρευνα κοινωνικών επιπτώσεων, μέτρων και βελτίωσης πρακτικών στο εξωτερικό Εκτίμηση επιπτώσεων Καθορισμός υφιστάμενης κατάστασης Διεξαγωγή ερευνών αγοράς στην ελεύθερη Κύπρο και κατεχόμενα για τις συνέπειες στους Κυπρίους Εισηγήσεις/ μέτρα περιορισμού επιπτώσεων	Εμπλοκή σε όλα τα στάδια του έργου

Μελέτη για την ανάπτυξη προϊόντων Wellbeing and Pampering	2005		Κ.Ο.Τ	Μελέτη για την ανάπτυξη προϊόντων Wellbeing and Pampering	Συντονισμός και έλεγχος της ανάλυσης των ευρημάτων των ερευνών Εισηγήσεις στρατηγικής ανάπτυξης
Δρόμοι του Κρασιού	Οκτώβριος 2007 – Μάιος 2008	85000	Κυπριακός Οργανισμός Τουρισμού – Το Έργο συγχρηματοδοτείται κατά 50% από το Ταμείο Περιφερειακής Ανάπτυξης της Ευρωπαϊκής Ένωσης	Διοργάνωση τεσσάρων εκδηλώσεων που θα αναδείξουν τους Δρόμους του Κρασιού	Γενικός Συντονισμός Σχεδιασμός και εκτέλεση επικοινωνιακού πλάνου στα πλαίσια κατάρτισης ολοκληρωμένου διαγράμματος διοργάνωσης των εκδηλώσεων σύμφωνα με τους όρους εντολής (καθορισμός στρατηγικής, καθορισμός ομάδων-στόχων, καταγραφή και τεκμηρίωση των επικοινωνιακών μέσων που χρησιμοποιούνται για την υλοποίηση του έργου, άμεση εμπλοκή τοπικών και ιδιωτικών φορέων και υπηρεσιών, αξιολόγηση των διοργανώσεων σε αριθμό παραμέτρων) Έλεγχος δραστηριοτήτων Δημοσιότητα
Kerasma	Ιανουάριος 2007	4000	Ελληνικός Οργανισμός Εξωτερικού Εμπορίου (ΟΠΕ)	Διοργάνωση εκδήλωσης αφιερωμένη στην Ελληνική γαστρονομία	Γενικός Συντονισμός Καθορισμός ολοκληρωμένου στρατηγικού πλάνου ανάπτυξης του Έργου Συμβολή στην υλοποίηση της εκδήλωσης Αξιολόγηση της εκδήλωσης

ΔΡ. ΧΑΡΗ ΖΑΒΡΙΔΗ
MD, PhD
ΠΛΑΣΤΙΚΟΣ ΧΕΙΡΟΥΡΓΟΣ

Εκπαίδευση και Κατάρτιση:

1. Διδακτορικό PhD - Διδακτορική Διατριβή από την Ιατρική Σχολή του Πανεπιστημίου Αθηνών (χειρουργικός τομέας).
2. Μεταπτυχιακό - MD απόφοιτος Ιατρικής - Ιατρική Σχολή του Πανεπιστημίου Πατρών.
3. Ειδικότητα Πλαστικής Χειρουργικής στην Αθήνα (Υπουργείο Υγείας Ελληνικής Δημοκρατίας) (Consultant).

Επιστημονική Εμπειρία:

- Ιδιοτεύει στη Λευκωσία στο «Κέντρο Πλαστικής Χειρουργικής Χάρης Ζαβρίδης».
- Διετέλεσε Γραμματέας της «Κυπριακής Εταιρείας Πλαστικής Επανορθωτικής και Αισθητικής Χειρουργικής».
- Εθνικός αντιπρόσωπος της Κύπρου στην E.B.O.P.R.A.S (Συμβούλιο Πλαστικής Χειρουργικής για θέματα εκπαίδευσης Πλαστικών Χειρουργών στην Ευρώπη).
- Εθνικός αντιπρόσωπος της Κύπρου στην I.Q.U.A.M (Παγκόσμια Επιτροπή που ασχολείται με την ασφάλεια και ποιότητα των ιατρικών προϊόντων που χρησιμοποιούνται στη Πλαστική Χειρουργική).
- Ασχολείται με το σχεδιασμό χειρουργικών εργαλείων Πλαστικής Χειρουργικής.

Επιστημονικά Συνέδρια/ Σεμινάρια:

- Έχει συμμετάσχει σε 102 ιατρικά συνέδρια
- Έχει συμμετάσχει σε 29 ιατρικά σεμινάρια με πρακτική εξάσκηση.
- Έχει 67 ανακοινώσεις σε ιατρικά συνέδρια.
- Έχει 31 δημοσιεύσεις σε ιατρικά περιοδικά.
- Ήταν μέλος της οργανωτικής επιτροπής 7 ιατρικών συνεδρίων, Το τελευταίο ήταν: «Postgraduate Mastology Course. Mediterranean Mobile University of Mastology. April 15-18, 2015. Paphos – Cyprus».
- Έχει περιγράψει 1 προσωπική χειρουργική τεχνική για ανόρθωση φρυδιών και 1 για ανόρθωση στήθους.
- 2 τεχνικές έχουν ανακοινωθεί σε συνέδρια, σε σεμινάρια με πρακτική εξάσκηση και έχουν δημοσιευτεί στα 2 επίσημα ιατρικά περιοδικά της Αμερικάνικης Εταιρείας Πλαστικής Επανορθωτικής και Αισθητικής Χειρουργικής. (A: An alternative fixation technique for the endoscopic brow lift. Annals of Plastic Surgery. 2006 June; 56(6):599-604. B: A Double-flap technique - An Alternative Mastopexy Approach. Plastic and Reconstructive Surgery (PRS). 2007 Jul;120 (1):55-60).

- Έχει δημοσιεύσει άρθρο που υποστηρίζει την ανάγκη ύπαρξης ενός νέου ιατρικού όρου: Της Προσωποπλαστικής. Δεν υπάρχει άλλο κείμενο σε εγκεκριμένο ιατρικό περιοδικό στη διεθνή ιατρική βιβλιογραφία που να εισηγείται αυτό τον όρο: (Zavrides H. Prosoptoplasty: A New term? Archives of Plastic Surgery. 2014 September / Vol.41 / No.5: 3-4).
- Στη Κύπρο έχει διοργανώσει 5 σεμινάρια Πλαστικής Χειρουργικής. Το τρίτο σεμινάριο ήταν διεθνές με πρακτική εξάσκηση επί ανθρωπίνων πτωματικών ιστών με συμμετοχή Πλαστικών Χειρουργών από το εξωτερικό.

Attachment 2 ERASMUS + Collaborations between CDA College and European Universities

CDA COLLEGE International office International Activities 2016-17

This is overall information of the activities that our office had in the year 2016 – 2017. I have to indicate that our final year for Erasmus charter is on the May 31st 2017, so activities will consider as active for incoming students teachers and staff members. Also the outgoing student's staff members of the college have until the end of May for their reports.

This Erasmus period it has been an excellent year for the College, we had an increase number of Students motilities (all of them practical, to Greece because of the college teaching language. Most of the students felt more comfortable to work in an environment most familiar. Students in the area of Beauty therapy and secretarial studies were the most common areas so far. We as a college have now applications for hairdressing, Tourism, computing and hopefully more next academic year.

The number of students mobilize are 15 mainly from Larnaca, Limassol and Nicosia. They were activity in teachers, (9) in both Training and teaching from all over the Cyprus. They visited several universities in Europe such as:

- Szeged University in Hungary,
- Iasi University in Romania.

Now CDA College had a number of professors from all over Europe visiting for teaching and training in the areas of Business, Accounting, Computing Languages and more. We had professors from:

- Portugal (Guarda University),
- France (Britany University),
- Hungary (Szeged University and Daunasurus University),
- Romania (iasi University, Oradea university and Craiova University),
- Lithuania (Klaipeda University Klaipeda state University of science and technology kaaunas University and Vilnius university),
- Czech Republic (Newton University),
- Poland (Radom University and
- Warsaw University),

This year was a success for incoming students in both studies and practice. The number of students for study came to almost 16 from:

- Poland,
- Lithuania,
- Hungary,
- France.

For practical we had 125 from all over Europe:

- France,
- Lithuania,
- Hungary,
- Romania,
- Poland

The Erasmus office of CDA College expecting better results and more success next year due to several programs that we applied, we hope that all will be accepted.

CDA College
Erasmus Office
DR Stelios Georgiou
Director of International Relations and Erasmus Coordinator

Officers: Dr. (c) Tonia Georgiou
 Mrs Stella Michaelidou
 Dr. Valentina Christodoulou
 Mrs Katerina Ioannou
 Mrs Antigoni Michael (responsible for incoming students for studies)
 Mrs Karolina Kyprianou – Dissemination officer

**Attachment 3 C.D.A. College Research Centre “Aristotelis” Research Activities
2016/17**

Με τη δημιουργία του Ερευνητικού Κέντρου «Αριστοτέλης» τον Μάιο του 2016 έχει πραγματοποιηθεί ακόμη ένας στόχος του Κολλεγίου μας, η συμμετοχή σε διάφορα προγράμματα δράσης της Ε.Ε. σε όλους τους τομείς της εκπαίδευσης και επαγγελματικής κατάρτισης. Επιπρόσθετα, επιχειρείται η πραγματοποίηση ερευνητικών και αναπτυξιακών προγραμμάτων προς όφελος της ευρύτερης κυπριακής κοινωνίας, της ακαδημαϊκής κοινότητας και της οικονομίας του τόπου γενικότερα, συμβάλλοντας με αυτόν τον τρόπο στην αλληλεπίδραση της παιδείας, της μάθησης και της διδασκαλίας σε σχέση με την έρευνα και την επίτευξη των στόχων και των σκοπών του Κολλεγίου.

A. Ο σκοπός δημιουργίας του Ερευνητικού Κέντρου «Αριστοτέλης» (ΕΚΑ) είναι:

- (α) να προωθεί, υποστηρίζει και διεξάγει την ακαδημαϊκή έρευνα και την καινοτομία,
- (β) να προάγει τον ανταγωνισμό και την αριστεία στην ερευνητική δραστηριότητα σε συνεργασία με εγχώριους και διεθνείς οργανισμούς,
- (γ) να προωθεί την ανάπτυξη σχέσεων συνεργασίας με πανεπιστήμια και κέντρα προώθησης δραστηριοτήτων για ευρύτερη συμμετοχή και συνέργεια στον Ευρωπαϊκό χώρο έρευνας, και την συμμετοχή σε ερευνητικά προγράμματα, τα οποία θα συμβάλλουν στις κοινωνικές, οικονομικές και τεχνικές εξελίξεις για το καλό του κοινωνικού συνόλου στην Κύπρο και στο εξωτερικό,
- (δ) να συνεργάζεται με άλλες κοινότητες, δημόσιους και ιδιωτικούς φορείς, επαγγελματικά σώματα, ακαδημαϊκά και ερευνητικά ιδρύματα, αλλά και την κοινωνία γενικότερα, που θα αποτελέσουν το θεμέλιο για πρόοδο και ανάπτυξη,
- (ε) να αναπτύσσει καινοτόμες πρακτικές σε επίπεδο οργανισμού, αλλά και σε τοπικό, περιφερειακό και εθνικό επίπεδο και να συμμετέχει σε διάφορα προγράμματα δράσης της Ε.Ε. σε όλους τους τομείς της εκπαίδευσης και επαγγελματικής κατάρτισης,
- (στ) να προσεγγίζει επιχειρήσεις, οργανισμούς που δραστηριοποιούνται σε επιστημονικούς κλάδους και τομείς που σχετίζονται με τα τμήματα του Κολλεγίου C.D.A και την ανάπτυξη συνεργασιών για τη συμμετοχή από κοινού σε ερευνητικά προγράμματα.

B. Δραστηριότητες του Ερευνητικού Κέντρου «Αριστοτέλης» (ΕΚΑ)

- 1) Συμμετοχή στο σεμινάριο “Access to European Union Funding for Security and Defence”, που οργάνωσε το ΥΠΑ μαζί με το European Defence Agency στις 18/5/2016 στο συνεδριακό κέντρο «Φιλοξενία».
- 2) Στις 15/6/16 πραγματοποιήθηκε παρουσίαση για τη δημιουργία του ΕΚΑ καθώς και την αποστολή και σκοπούς του κέντρου από τον υπεύθυνό του, Δρα Νίκο Ροδοσθένους σε μέλη του διδακτικού προσωπικού Λευκωσίας και Λάρνακας του Κολλεγίου. Παρόμοια παρουσίαση πραγματοποιήθηκε και στην Λεμεσό στις 23/6/16 σε μέλη του διδακτικού προσωπικού Λεμεσού και Πάφου.

- 3) Συμμετοχή σε Διήμερο εκπαιδευτικό σεμινάριο (Νίκος Ροδοσθένους και Αντιγόνη Μιχαήλ) - Ευρωπαϊκά Ανταγωνιστικά Προγράμματα, Europa Media Trainings με θέμα: « Proposal Development under EU Competitive Programmes», που οργάνωσε η Γενική Διεύθυνση Ευρωπαϊκών Προγραμμάτων, Συντονισμού και Ανάπτυξης (ΓΔ ΕΠΣΑ) στο συνεδριακό κέντρο Φιλοξενία στις 12 και 13/9/16.
- 4) Συμμετοχή στην Παρουσίαση των Προγραμμάτων RESTART 2016-2020 για Έρευνα, Τεχνολογική Ανάπτυξη και Καινοτομία του Ιδρύματος Προώθησης Έρευνας (ΙΠΕ) που πραγματοποιήθηκε στο Ξενοδοχείο Hilton Park στις 05/10/16.
- 5) Συμμετοχή στην ημερίδα «Climate Change Risk Assessment», που οργάνωσε το Τμήμα Περιβάλλοντος στο πλαίσιο προγράμματος των Διαρθρωτικών Ταμείων της ΕΕ στην Κύπρο, στις 06/10/16 στο Υπουργείο Οικονομικών.
- 6) Συμμετοχή στην ημερίδα «Ο ρόλος και η χρήση των Μέσων Κοινωνικής Δικτύωσης από τα ξενοδοχεία της Κύπρου», που οργάνωσε η PWC στις 12/10/16 στη Λεμεσό για παρουσίαση των αποτελεσμάτων της εν λόγω έρευνας.
- 7) Συμμετοχή στην Παρουσίαση των Προγραμμάτων RESTART 2016-2020 για Έρευνα, Τεχνολογική Ανάπτυξη και Καινοτομία του Ιδρύματος Προώθησης Έρευνας (ΙΠΕ), που πραγματοποιήθηκε στο ΤΕΠΑΚ στις 12/10/16.
- 8) Συμμετοχή στο Εκπαιδευτικό σεμινάριο (Γεωργία Καρυδά) «ΟΙΚΟΝΟΜΙΚΗ ΔΙΑΧΕΙΡΙΣΗ ΤΩΝ ΠΡΟΓΡΑΜΜΑΤΩΝ RESTART 2016-2020», που οργάνωσε το ΙΠΕ στα γραφεία του στις 17/10/16 στη Λευκωσία.
- 9) Συμμετοχή στην προετοιμασία και υποβολή κοινής πρότασης του project LIFE + 2016 Environmental Governance and Information, με τίτλο: “Integrated Information Campaign establishing a “Beach & Sea no littering behavior” to visitors before and during they stay”, σε συνεργασία με το ΤΕΠΑΚ, τον Αναπτυξιακό Οργανισμό ΤΑΛΩΣ και το *Κυπριακό Κέντρο Περιβαλλοντικής Έρευνας και Εκπαίδευσης*. (ΚΥ.Κ.Π.Ε.Ε.)
- 10) Συμμετοχή στην Επιστημονική Ημερίδα «Η Κύπρος στη Μεταμνημονιακή Εποχή», που διοργάνωσε η Κεντρική Τράπεζα Κύπρου και η Ένωση Οικονομολόγων Κύπρου στις 12/11/2016. Ο προϊστάμενος του ΕΚΑ παρέστη και κατέθεσε εισήγηση με θέμα: « Οικονομική ή Ηθική κρίση;»
- 11) Συμμετοχή στο 39^ο Ετήσιο Συνέδριο του Παγκυπρίου Συνδέσμου Ξενοδόχων ΠΑΣΥΞΕ που πραγματοποιήθηκε στις 14/2/2017 στη Λευκωσία με θέμα: “Cyprus tourism in the new era-path of steady and sustainable growth”.
- 12) Στις 16/2/2017 το ΕΚΑ σε συνεργασία με το Alexander Technological Educational Institute of Thessaloniki (Greece) και το Academy of Cosmetics and Health Care (Poland) υπέβαλαν κοινή πρόταση στο πρόγραμμα **Erasmus Mundus Joint Master Degrees 2017 – (EMJMD)**.

- 13) Στο πλαίσιο του Ευρωπαϊκού Προγράμματος ENTRETOUR, το C.D.A College, σε συνεργασία με τον Αναπτυξιακό Οργανισμό ΤΑΛΩΣ, διοργάνωσε στις 29 Μαρτίου 2017, στην αίθουσα σεμιναρίων του C.D.A College σεμινάριο για φοιτητές και επιχειρηματίες στον τομέα του τουρισμού με θέμα: «*Επιχειρηματικότητα και Τουρισμός*». Στόχος του σεμιναρίου ήταν η παρουσίαση της πλατφόρμας ηλεκτρονικής εκμάθησης που αναπτύχθηκε στο πλαίσιο του Προγράμματος, το οποίο αποσκοπεί στην ανάπτυξη δεξιοτήτων των επιχειρηματιών στον τομέα του τουρισμού και συγχρηματοδοτείται από το Πρόγραμμα ERASMUS+.

Η ηλεκτρονική πλατφόρμα περιλαμβάνει πέντε βασικές ενότητες:

1: Soft skills - Risk taking - Creativity – Resilience

2: Strategic Management - Strategic planning – Management

3: Marketing - Production and pricing of tourism services - Marketing communication in tourism services

4: e-Marketing - Define and establish the digital communication plan - Organization and implementation of digital communication media

5: Communication and Networking.

- 14) Συμμετοχή στο 3^ο Πανελλήνιο Επιστημονικό Συνέδριο που διοργάνωσε το Ι.Α.Κ.Ε στις 5-7 Μαΐου 2017 στο Ηράκλειο της Κρήτης με θέμα: «*Ανθρωπιστικές Επιστήμες, Εκπαίδευση, Κοινωνία και Πολιτική Παιδεία*». Ο προϊστάμενος του ΕΚΑ παρουσίασε την Επιστημονική Εργασία με θέμα: «*Οικονομική κρίση, κοινωνική ανομία, οικογένεια και εκπαίδευση*».

Γ. Mobility and education of the College personnel through ERASMUS+

Η «*Κινητικότητα*» με σκοπό την επιμόρφωση προσωπικού είναι μία δράση του τομειακού προγράμματος Erasmus+/Μαθησιακή Κινητικότητα Ατόμων. Μέσω της συγκεκριμένης δράσης ενθαρρύνεται η κινητικότητα **προσωπικού** και φοιτητών από ένα ανώτατο εκπαιδευτικό Ίδρυμα με σκοπό την **επιμόρφωση**. Τα πρόσωπα που μετακινούνται γίνονται δέκτες νέων εμπειριών και πρακτικών αποκτώντας νέες γνώσεις και δεξιότητες ή εμπλουτίζοντας τις ήδη υπάρχουσες.

Κατά τη διάρκεια του 2016-17, το Κολέγιο μέσω του Erasmus Charter είχε τις πιο δραστηριότητες/κινητικότητες:

Από το χώρο του Beauty Therapy και Secretarial Studies παρουσιάστηκαν οι περισσότερες συμμετοχές με κύριο προορισμό την Ελλάδα. Για την επόμενη χρονιά υπάρχουν ήδη αιτήσεις για Hairdressing, Tourism, και Computing.

Ο συνολικός αριθμός των συμμετεχόντων φοιτητών ήταν 15 από όλη τη Κύπρο. Στο πλαίσιο του προγράμματος αυτού, συμμετείχαν επίσης και 9 καθηγητές του Κολεγίου, οι οποίοι επισκέφθηκαν διάφορα Πανεπιστήμια της Ευρώπης μεταξύ των οποίων ήταν το Szeged University στην Ουγγαρία και το Iasi University στη Ρουμανία.

Το Κολέγιο είχε και επισκέψεις καθηγητών και φοιτητών από διάφορα Ευρωπαϊκά Πανεπιστήμια στους τομείς του Business, Accounting και Computing Languages. Μεταξύ των Πανεπιστημίων αυτών περιλαμβάνονται: Portugal (Guarda

University), France (Britany University), Hungary (Szeged University and Daunasurus University), From Romania (iasi University, Oradea university and Craiova University), From Lithuania (Klaipeda University Klaipeda state University of science and technology kaaunas University and Vilnius university), From Czech Republic (Newton University), Poland (Radom University and Warsaw University).

Ο συνολικός αριθμός των ξένων φοιτητών που ήλθαν στην Κύπρο ήταν 16 από Poland, Lithuania, Hungary, France και 125 από την υπόλοιπη Ευρώπη.

Attachment 4 Visiting Professors, Special Teaching Personnel and Special Scientists

Επισκέπτες Καθηγητές

Μαρία Ευαγγέλου

Λοχίας στην Υπηρεσία Καταπολέμησης Ναρκωτικών

Tel.: 22808625

CRM235 Addictions and Crime

Το σεμινάριο θα περιλαμβάνει θέματα, όπως:

- Ιστορική αναδρομή της Υπηρεσίας Καταπολέμησης Ναρκωτικών
- Η καταπολέμηση της εγχώριας παραγωγής, εμπορίας, διακίνησης και χρήσης των παράνομων εξαρτησιογόνων ουσιών
- Ποινικοί και εγκληματολογικοί προβληματισμοί σχετικά με το φαινόμενο των ναρκωτικών
- Το οργανωμένο έγκλημα και η διακίνηση ναρκωτικών ουσιών
- Η εξάλειψη της παράνομης διάδοσης, χρήσης και προμήθειας των εξαρτησιογόνων και ψυχοτρόπων ουσιών, μέσω της διεθνούς συνεργασίας
- Η προώθηση της ανταλλαγής πληροφοριών σε θέματα ναρκωτικών

Κωνσταντίνα Πέτρου

Αστυνομικός στην Κεντρική Υπηρεσία Πληροφοριών

Tel.: 22802626

CRM421 Police Intelligence

Το σεμινάριο θα περιλαμβάνει θέματα, όπως:

- Η συλλογή, αξιολόγηση και εκμετάλλευση πληροφοριών που αφορούν την ασφάλεια του Κράτους
- Ο ρόλος της Υπηρεσίας στην λήψη αποφάσεων και χάραξης στρατηγικής από τον Πρόεδρο
- Ο εκσυγχρονισμός της ΚΥΠ
- Οι στρατηγικές μελέτες και ο αμυντικός σχεδιασμός
- Η στελέχωσή και η εκπαίδευση του προσωπικού
- Η συνεργασία με Υπηρεσίες Πληροφοριών φίλων χωρών
- Τρομοκρατία και Εθνική Ασφάλεια

Μαρίνα Χριστοδουλίδου

Αστυνομικός στο Γραφείου Τύπου

Tel.: 22808067

CRM314 Crime, Media and Culture

Το σεμινάριο θα περιλαμβάνει διάφορα θέματα, όπως:

- Ο ρόλος του Γραφείου Τύπου
- Η σύνταξη αστυνομικών δελτίων και ανακοινώσεων
- Η διοργάνωση δημοσιογραφικών διασκέψεων

- Οι σύγχρονες μέθοδοι και τεχνικές επικοινωνίας που έχει υιοθετήσει το Γραφείο Τύπου
- Η εισαγωγή του διαδικτύου και του ηλεκτρονικού ταχυδρομείου στον τομέα της επικοινωνίας
- Η βελτίωση και αναβάθμιση των σχέσεων της Αστυνομίας με το κοινό
- Η ανάγκη του πολίτη για άμεση, έγκυρη και αντικειμενική ενημέρωση
- Τα όρια των αρχών για την ενημέρωση των ΜΜΕ κατά τη διάρκεια μιας διερεύνησης, σύλληψης, και εκδίκασης μιας υπόθεσης.

Ιωάννα Ιάσωνος

Δεσμοφύλακας

Tel.: 22406103

CRM203 Correctional Systems

Το σεμινάριο θα περιλαμβάνει θέματα, όπως:

- Ο τρόπος δομής και λειτουργίας των Κεντρικών Φυλακών
- Η διοίκηση των Κεντρικών Φυλακών
- Τυπολογίες κρατουμένων
- Μεταχείριση και επιμόρφωση των κρατουμένων
- Η τήρηση της πειθαρχίας και τάξης και τα πειθαρχικά παραπτώματα
- Απόλυση υπό όρο
- Ηλεκτρονική παρακολούθηση (βραχιόλι)
- Ζητήματα κοινωνικής επανένταξης

Μαρία Κωνσταντίνου

Κοινωνιολόγος-Εγκληματολόγος/ Ερευνήτρια στον Οργανισμό Διεθνής Διαφάνειας

Tel.: 22025772

CRM411 Police Corruption

Το σεμινάριο θα περιλαμβάνει θέματα, όπως:

- Θέματα ηθικής στην ποινική δικαιοσύνη
- Η καταπολέμηση της διαφθοράς
- Ο ρόλος και το έργο του Οργανισμού Διεθνούς Ασφάλειας
- Η ενδυνάμωση θεσμών (θεσμικά πλαίσια), η διευκόλυνση της μεταρρύθμιση σε τομείς όπου υπάρχει διαφθορά
- Η προώθηση της διαφάνειας, της ακεραιότητας και της υπευθυνότητας

Dr. Konstantinos Douvlis

Professor

PhD Sociology of Policing

MA Criminal Justice

BA Anthropology/Sociology

Attachment 5 Faculty Staff List, Qualifications, Modules and Teaching Periods per Week

**B.A. Police Management
(4 Years, Plus an Optional Foundation Year, Bachelor of Arts/240 ECTS)
C.D.A. College Nicosia**

	Lecturers Names & Qualifications	Modules to Teach	Semester	Teaching Periods per Week
1.	Dr. (C) Christina Agathangelou <i>Head of the Program</i> <i>Senior Lecturer</i> PhD (C) Criminology MSc Cyber Crime & E-Investigation BSc Applied Criminology with Forensic Studies	POL 103 Policing and Police Powers CRM 201 Juvenile Delinquency CRM 313 Internet and Crime CRM 320 Interviewing Methods CRM 420 Organized Crime CRM 422 Analyzing Homicide	2nd 3rd 5th 6th 7th 7th	3 3 3 3 3 3
2.	Dr. Pavlos Panayi <i>Asst. Head of the Program</i> <i>Professor</i> PhD Data Communications (New York City University New York, MBA Business Administration (New York City University New York, B.Sc in Computer Science (New York Institute of Technology)	CRM 126 Research Methods for Crime Scientists CRM 404 Final Project – Thesis I CRM 405 Final Project – Thesis II	3rd 7th 8th	3 3 3
3.	Dr. Nicos Rodosthenous Professor, Head of Research Center PhD Tourism, MSc Management, BA Religion, Diploma in Marketing, Fellow of Sales & Marketing Management Institute, Member of The Chartered Institute of Transport, International Travel Consultant IATA	BUS 302 Business Ethics BUS 418 Public Relations	3rd 8th	3 3

4.	<p>Dr. Paris Vogazianos <i>Professor</i></p> <p>PhD Medical Statistics MSc Actuarial Sciences BSc Mathematics with Actuarial Studies</p>	<p>MTH 121 Statistics I MTH 102 Statistics II</p>	<p>2nd 3rd</p>	<p>3 3</p>
5.	<p>Dr. Christina Tsolaki <i>Asst. Professor</i></p> <p>DBA Doctorate of Business Administration MBA of Kingston University BBA Bachelor General Business</p>	<p>MGT 323 Introduction to Management CRM 410 Police Organization and Administration BUS 301 Organizational Behavior BUS 415 Human Resource Management</p>	<p>4th 6th 6th 7th</p>	<p>3 3 3 3</p>
6.	<p>Dr. Aristoniki Theodosiou <i>Asst. Professor</i></p> <p>PhD Psychology MSc Finance & Maritime Studies MSc Psychotherapy MSc Total Quality Management & Innovative Implementation on Education, PgP Counselling Psychology Bachelor Psychology</p>	<p>CRM 145 Introduction to Police Studies SOC 101 Principles of Sociology CRM 210 Ethics in Criminal Justice CRM 235 Addictions and Crime</p>	<p>1st 2nd 4th 4th</p>	<p>3 3 3 3</p>
7.	<p>Dr. Charis Kaite <i>Asst. Professor</i></p> <p>PhD Severe Mental Illness MSc Criminology & Forensic Psychology BSc Psychology</p>	<p>CRM 103 Hate Crimes CRM 203 Correctional Systems CRM 205 Criminal Investigation CRM 314 Crime, Media and Culture</p>	<p>3rd 3rd 4th 5th</p>	<p>3 3 3 3</p>
8.	<p>Dr. Konstantinos Douvlis <i>Professor</i></p> <p><i>PhD Sociology of Policing MA Criminal Justice BA Anthropology/Sociology</i></p>	<p>CRM 103 Victimology POL 210 Police Psychology CRM 461 Terrorism</p>	<p>1st 4th 7th</p>	<p>3 3 3</p>

9.	<i>Dr (C) Eleana Fitidou</i> <i>Senior Lecturer</i> DProf (c) Criminal Justice & Security Risk Management MSc Forensic Science in Crime Investigation MSc Criminology BA Criminology	CRM 120 Private Security	2nd	3
		CRM 306 Global Security	5th	3
		CRM 302 Crime Prevention	6th	3
		CRM 411 Police Corruption	8th	3
		CRM 421 Police Intelligence	8th	3
10	<i>Dr. Valentina Christodoulou</i> <i>Senior Lecturer</i> PhD in Sociolinguistics (Kings College of London) MA in “Gender, Sexualities and Ethic Studies” (University of East London) Bachelor’s degree in English Language and Literature (National and Kapodistrian University of Athens)	POL 102 Communication Skills for Police Personnel	1st 5th	3 3
11	<i>Estelia Savvidou</i> <i>Lecturer</i> MSc Criminology LLB Law	CRM 101 Introduction to Criminology	1st	3
		CRM 102 Introduction to Criminal Justice	1st	3
		CRM 121 Criminal Law	2nd	3
		BUS 361 Business Law	5th	3
12	<i>Olga Miskevich</i> <i>Lecturer</i> MA Russian Language BA Journalism & Communication	RUS 101 Russian Language (elective)	6th	3

Attachment 6

CRM 103 Victimology

Course Title	Victimology			
Course Code	CRM 103			
Course Type	Compulsory			
Level	Bachelor of Arts			
Year / Semester of Study	1 st Year A Semester			
Lecturer's Name	Dr. Aristoniki Theodosiou			
ECTS	6	Lectures / week	3	Labs / week
Course's Aim and Objective	This course is an introduction to Victimology, which includes definitions, concepts and theories. The impact of crime on individuals, organizations, and society will be explored. Specific areas of victimization will be examined to include intimate violence, workplace violence and harassment, hate crimes, female victims, child victims, elder victims, and victims that belong to special populations. The course will also cover the interaction of crime victims with the criminal justice system.			
Learning Outcomes	<ul style="list-style-type: none"> • Define the term of victim; • Develop an understanding of the major theoretical explanations of criminal victimization; • Examine the impact of crime on individuals, organizations and society; • Discuss the methods for measuring victimization; • Identify and analyze victim participation in the criminal justice system, victim services and restitution, and restorative justice initiatives; • Analyze crime victim's rights and legislation. 			
Prerequisites	None			
Course Syllabus	Weeks	Learning Outcomes and Content of the Course		
	1	An Introduction to Victimology		
	2	Extent, Theories and Factors of Victimization		
	3	The Impact of Victimization		
	4	Victim's Rights		

	5	Sexual Victimization
	6	Intimate Partner Violence
	7	Mid-term Examination
	8	Victimization of Special Populations
	9	Victimization at School/Work
	10	Victims and the Criminal Justice System
	11	Child Maltreatment
	12	Crime and the Elderly
	13	Contemporary Issues in Victimology: Victims of Hate Crimes, Human Trafficking and Terrorism
	14	Revision-Preparation for the Final Exam
Methodology	Lectures, presentations, videos, problem and case studies discussion, exercises, articles discussion, independent and private study, preparation of projects, fieldwork and group work.	
Bibliography	<p>Required Textbooks</p> <p>Title Victimology Author(s) William G. Doener, Steven P. Lab Publisher Anderson Publishing Edition 7th Pbl. Year 2015</p> <p>Title Victimology: A Text/Reader Author(s) Leah E. Daigle Publisher Sage Edition 1st Pbl. Year 2012</p>	
Evaluation	50% coursework and 50% final examination.	
Language	English	

Course Title	Communication Skills for Police Personnel			
Course Code	POL 102			
Course Type	Compulsory			
Level	Bachelor of Arts			
Year / Semester of Study	1 st Year A Semester			
Lecturer's Name	Katerina Kyriakidou			
ECTS	6	Lectures / week	3	Labs / week
Course's Aim and Objective	The course focuses on oral and written communication for police personnel. It helps students master communication skills, theories and issues and active listening by providing practical examples and exercises.			
Learning Outcomes	<ul style="list-style-type: none"> • Improve questioning and feedback skills to enhance two-way communication; • Develop skills for team communication. • Apply the elements of good writing to reports, letters, and emails. • Apply a system of communication that prevents communication drop-outs and misunderstanding. • Develop strategies for preserving good media relations. • Demonstrate “active” listening skills. • Analyze key principles for effective communication used with dealing with people who have culturally different backgrounds. 			
Prerequisites	None			
Course Syllabus	Weeks	Learning Outcomes and Content of the Course		
	1	The Need for Effective Communication		
	2	Oral Versus Written Communication		
	3	The Communication Process		
	4	Improvement of Communication		

	5	Special Communications Issues
	6	Communicating in Public
	7	Mid-term Examination
	8	Basic Reports
	9	Questioning
	10	Interviewing and Interacting with Victims of Crime
	11	Communicating with the Public
	12	Crisis Communication
	13	Hostage Negotiations
	14	Revision-Preparation for the Final Exam
Methodology	Lectures, presentations, videos, problem and case studies discussion, exercises, articles discussion, independent and private study, preparation of projects, fieldwork and group work.	
Bibliography	<p>Required Textbooks</p> <p>Title The Handbook of Intergroup Communication Author(s) Howard Giles Publisher Taylor & Francis Edition 1st Pbl. Year 2012</p> <p>Title Arresting Communication: Academy Version Author(s) Lt. Jim Glennon Publisher Calibre Press Edition 1st Pbl. Year 2010</p>	
Evaluation	50% coursework and 50% final examination.	
Language	English	

Attachment 8

POL 103 Policing and Police Powers

Course Title	Policing and Police Powers			
Course Code	POL 103			
Course Type	Compulsory			
Level	Bachelor of Arts			
Year / Semester of Study	1 st Year B Semester			
Lecturer's Name	Christina Agathangelou			
ECTS	6	Lectures / week	3	Labs / week
Course's Aim and Objective	This course focuses upon some of the most important powers which the police have for dealing with suspected crime. They include the powers to stop and search, arrest and to enter and search premises for evidence. The powers which the police have under statute and at common law authorise what would otherwise be clear invasions of the right of liberty, and property and privacy rights.			
Learning Outcomes	<ul style="list-style-type: none"> • Review the historical events influencing the evolution of police power. • Discuss the structure of policing. • Analyze the legal powers of police. • Critically assess the abuse of police powers. 			
Prerequisites	None			
Course Syllabus	Weeks	Learning Outcomes and Content of the Course		
	1	Introduction		
	2	The Evolution of Police Powers		
	3	Police Powers of Stop and Search		
	4	Police Powers of Arrest		
	5	Police Powers of Entry and Search of Premises, and Seizure of Evidence		

	6	Police Powers of Detention
	7	Mid-term Examination
	8	The Questioning and General Treatment of Detained Persons
	9	Policing by Civilians
	10	The abuse of Police Powers
	11	Human Rights
	12	Contemporary Trends in Law Enforcement Activities, Attitudes and Practices
	13	Police Powers in the Future
	14	Revision-Preparation for the Final Exam
Methodology	Lectures, presentations, videos, problem and case studies discussion, exercises, articles discussion, independent and private study, preparation of projects, fieldwork and group work.	
Bibliography	Required Textbooks Title An Introduction to Policing and Police Powers Author(s) Leonard Jason-Lloyd Publisher Gavendish Edition 2nd Pbl. Year 2005	
Evaluation	50% coursework and 50% final examination.	
Language	English	

Course Title	Statistics II			
Course Code	MTH 102			
Course Type	Compulsory			
Level	Bachelor of Arts			
Year / Semester of Study	2 nd Year C Semester			
Lecturer's Name	Dr. Paris Vogazianos			
ECTS	6	Lectures / week	3	Labs / week
Course's Aim and Objective	The course includes: Tests of hypotheses. Analysis of variance. Chi-square analysis. Index numbers. Time-series analysis. Simple linear regression and correlation analysis. Non parametric statistical methods. Computer aided statistics.			
Learning Outcomes	<ul style="list-style-type: none"> Analyze the power of the idea of modern statistics, and its application in a variety of practical settings. Formally and objectively test a claim using a standard method. Review the main features of traditional and modern statistics. Analyze statistical data properly. Assess the role of formal statistical theory and informal data analytic methods. Distinguish statistical methods relevant to upper division interdisciplinary courses. 			
Prerequisites	MTH 101 Statistics I			
Course Syllabus	Weeks	Learning Outcomes and Content of the Course		
	1	Test Hypotheses and make decisions: One-sample hypothesis test. Two-sample hypothesis tests. Comparison of three or more sample means, reasoning and procedure for Analysis of Variance.		
	2	Test Hypotheses and make decisions: The Hypotheses and Assumptions in the Analysis of Variance.		
	3	Test Hypotheses and make decisions: Comparison of several sample percentages. Chi-square analysis.		
	4	Analyse Time-series. Trend analysis.		
	5	Analyze Time-series. Index Numbers.		

	6	Explain Linear Regression and Correlation: Bivariate data. Scatter diagrams and correlation. Fitting regression lines. The least squares regression line.
	7	Mid-term Examination
	8	Explain Linear Regression and Correlation: Bivariate data. The standard error of the estimate. The coefficients of determination and correlation. Multiple Linear Regression.
	9	Develop knowledge on SPSS programming. Linear Regression Analysis. Analysis of variance. Anova statistical inferences.
	10	Develop knowledge on SPSS programming.. Interpret computer output.
	11	Develop knowledge on SPSS programming. Analyze data.
	12	Explain Non-parametric Inference. The sign test. The Wilcoxon signed rank measure of correlation based on ranks.
	13	Explain Non-parametric Inference. Introduction to the decision theory. Computer aided statistics.
	14	Revision-Preparation for the Final Exam
Methodology	Lectures, presentations, videos, problem and case studies discussion, exercises, articles discussion, independent and private study, preparation of projects, fieldwork and group work.	
Bibliography	<p>Required Textbooks</p> <p>Title Statistical Techniques in Business and Economics Author(s) Robert D. Mason, Douglas A. Lind, William G. Marchal Publisher McGraw-Hill International Edition Edition 14th Pbl. Year 2010</p> <p>Title Statistics Explained Author(s) P. Hilton Publisher Routledge Edition 2nd Pbl. Year 2004</p>	
Evaluation	50% coursework and 50% final examination.	
Language	English	

Course Title	Criminal Investigation				
Course Code	CRM 205				
Course Type	Compulsory				
Level	Bachelor of Arts				
Year / Semester of Study	2 nd Year D Semester				
Lecturer's Name	Danae Spyrou				
ECTS	6	Lectures / week	3	Labs / week	
Course's Aim and Objective	This course covers such topics as how to initially approach a crime scene; the importance of following proper procedure and protocol in searching, collecting, and packing crime scene evidence; how to insure the integrity and chain of evidence rules that will be acceptable in court of law; how to identify and collect various forms of evidence ranging from biological fluids to weapons and firearms; and how to document a crime scene. It will provide students with the basic knowledge on interviewing, interrogation, confessions and expert witness testimony. The course also examines the impact of technology and the future of investigation.				
Learning Outcomes	<ul style="list-style-type: none"> • Discuss the techniques/methods of processing and protecting the crime scene. • Analyse Crime Scene Documentation. • Categorize the Types of Evidence. • Explain the proper procedure and protocol for the collection and protection of evidence. • Demonstrate the importance of non-contamination. • Evaluate the impact of technology on Criminal Investigation. 				
Prerequisites	None				
Course Syllabus	Weeks	Learning Outcomes and Content of the Course			
	1	A Brief History of Criminal Investigation			
	2	The First Responder and Scene Search			
	3	Documenting the Crime Scene: Photography, Videography and Sketching			
	4	Types of Evidence			

	5	Rules of Evidence Exclusionary Rule Hearsay Rule of Evidence
	6	Victims and Witnesses in Criminal Investigation
	7	Mid-Term Exam
	8	Interrogations and Confessions
	9	Expert Witness Testimony Miscarriages of Justice
	10	The Documentation and Presentation of Evidence
	11	From Crime Scene to Court
	12	The Influence of Technology on Crime Investigation
	13	The Future of Investigation
	14	Revision-Preparation for the Final Exam
Methodology	Lectures, presentations, videos, problem and case studies discussion, exercises, articles discussion, independent and private study, preparation of projects, fieldwork and group work.	
Bibliography	<p>Required Textbooks</p> <p>Title Criminal Investigation Author(s) Steven G. Brandl Publisher Sage Edition 1st Pbl. Year 2014</p> <p>Title Criminal Investigation: A Method for Reconstructing the past Author(s) James W. Osterburg, Richard H. Ward Publisher Routledge Edition 7th Pbl. Year 2015</p> <p>Title Practical Criminal Evidence Author(s) Gregory D. Lee Publisher Prentice Hall Edition 1st Pbl. Year 2006</p>	
Evaluation	50% coursework and 50% final examination.	
Language	English	

Course Title	Police Psychology				
Course Code	POL 210				
Course Type	Compulsory				
Level	Bachelor of Arts				
Year / Semester of Study	2 nd Year D Semester				
Lecturer's Name	Dr. Aristoniki Theodosiou				
ECTS	6	Lectures / week	3	Labs / week	
Course's Aim and Objective	This course will introduce students to the techniques used to measure and assess police personnel, and deepen their understanding of the on-the-job experiences that can affect the mental health of police personnel. Students will learn about intelligence and personality testing, the effects of experiencing trauma and compassion fatigue, the importance of stress management, self-care, and fit-for-duty assessment.				
Learning Outcomes	<ul style="list-style-type: none"> • Explain the theories related to police psychology. • Analyze the importance of police personnel wellness: physically and mentally. • Identify the role of police psychology in controlling excessive force and corruption. • Discuss the stresses and challenges of policing. 				
Prerequisites	None				
Course Syllabus	Weeks	Learning Outcomes and Content of the Course			
	1	The "Police Personality"			
	2	Mental Health, Stress and Trauma			
	3	Critical Incident Stress Management			
	4	The Problem of Police Abuse of Power and Corruption			
	5	Psychology of the Courtroom			
	6	Pre-employment Psychological Screening of Police Officer Applicants			
	7	Mid-term Examination			

	8	Current Issues in Psychological Fitness-for-Duty Evaluations of Law Enforcement Officers
	9	First Responder Psychological Recovery
	10	Law Enforcement Officer Suicide
	11	Counselling and Psychological Stress for Law Enforcement
	12	Police Interactions with Persons-in-crisis and People with Mental Health Problem
	13	Social Climate Change and the Modern Police Department
	14	Revision-Preparation for the Final Exam
Methodology	Lectures, presentations, videos, problem and case studies discussion, exercises, articles discussion, independent and private study, preparation of projects, fieldwork and group work.	
Bibliography	<p>Required Textbooks</p> <p>Title Police Psychology: A New Specialty and New Challenges for Men and Women in Blue Author(s) David J. Thomas Publisher Praeger Edition 1st Pbl. Year 2011</p> <p>Title Handbook of Police Psychology Author(s) Jack Kitaeff Publisher Routledge Edition 1st Pbl. Year 2011</p> <p>Title Practical Police Psychology: Stress Management and Crisis Intervention for Law Enforcement Author(s) Laurence Miller Publisher Charles C Thomas Publishing Edition 1st Pbl. Year 2006</p>	
Evaluation	50% coursework and 50% final examination.	
Language	English	

Attachment 12

CRM 461 Terrorism

Course Title	Terrorism			
Course Code	CRM 461			
Course Type	Compulsory			
Level	Bachelor of Arts			
Year / Semester of Study	4 th Year G Semester			
Lecturer's Name				
ECTS	6	Lectures / week	3	Labs / week
Course's Aim and Objective	Terrorism has gone from a persistent yet marginal security concern to one of the most important security problems of our day. This course examines the evolution of the phenomenon of terrorism, the structure and organization of terrorist groups, linkages between terrorism and world religions, terrorist recruiting, the effectiveness of different counterterrorism tools, and terrorist use of technology.			
Learning Outcomes	<ul style="list-style-type: none"> • Define the term terrorism and identify a range of causes of terrorism; • Analyze the strategies and tactics of terrorist groups; • Examine the nature of important terrorist groups; • Discuss the relationship between religion and terrorism; • Evaluate how counterterrorism is constrained in a democratic society. 			
Prerequisites	None			
Course Syllabus	Weeks	Learning Outcomes and Content of the Course		
	1	Introduction: The Problem of Definition		
	2	Causes and Roots of Terrorism		
	3	Terrorism and Religion		
	4	Techniques and Strategies of Terrorism		
	5	Terrorist Movement		
	6	Terrorist Behavior		
	7	Mid-term Examination		
	8	Current and Future Trends in Terrorism		

	9	Terrorism and Immigration in Europe
	10	Intelligence and Counterterrorism
	11	Cyber-terrorist
	12	International Police Cooperation
	13	Terrorism Emergency Management
	14	Revision-Preparation for the Final Exam
Methodology	Lectures, presentations, videos, problem and case studies discussion, exercises, articles discussion, independent and private study, preparation of projects, fieldwork and group work.	
Bibliography	<p>Required Textbooks</p> <p>Title Understanding and Responding to Terrorism Author(s) Huseyin Durmaz, Bilal Sevinc, Ahmet Sait Yayla, and Siddik Ekici Publisher IOS Press Edition 1st Pbl. Year 2007</p> <p>Title Terrorism Studies: A Reader Author(s) John Horgan and Kurt Braddock Publisher Routledge Edition 1st Pbl. Year 2008</p> <p>Title Migration, Terrorism and the Future of a Divided Europe: A Continent Transformed Author(s) Christopher Deliso Publisher Praeger Edition 1st Pbl. Year 2017</p>	
Evaluation	50% coursework and 50% final examination.	
Language	English	

POLICE MANAGEMENT
(4 Years, Plus an Optional Foundation Year, Bachelor of Arts)

Year One			
1 st Semester A		2 nd Semester B	
CRM 101	Introduction to Criminology	CRM 121	Criminal Law
CRM 102	Introduction to Criminal Justice	CRM 120	Private Security
CRM 103	Victimology	SOC 101	Principles of Sociology
POL 101	Introduction to Police Studies	POL103	Policing and Police Powers
POL102	Communication Skills for Police Personnel	MTH 121	Statistics I

Year Two			
3 rd Semester C		4 th Semester D	
CRM 145	Hate Crimes	CRM 205	Criminal Investigation
CRM 203	Correctional Systems	CRM 235	Addictions and Crime
CRM 201	Juvenile Delinquency	CRM 210	Ethics in Criminal Justice
MTH 102	Statistics II	POL 210	Police Psychology
CRM 202	Research Methods for Crime Scientists	MGT 323	Introduction to Management

Year Three			
5 th Semester E		6 th Semester F	
CRM 313	Internet and Crime	CRM 320	Interviewing Methods
CRM 306	Global Security	CRM 302	Crime Prevention
BUS 361	Business Law	POL 410	Police Organization and Administration
CRM 314	Crime, Media and Culture	RUS 101	Russian Language
ENG 302	Advanced English	BUS 301	Organizational Behavior

Year Four			
7 th Semester G		8 th Semester H	
CRM 461	Terrorism	POL 411	Police Corruption
CRM 420	Organized Crime	BUS 302	Business Ethics
BUS 415	Human Resource Management	BUS 418	Public Relations
CRM 422	Analyzing Homicide	POL 421	Police Intelligence
CRM 404	Final Project – Thesis I	CRM 405	Final Project – Thesis II

B.A. POLICE MANAGEMENT
(4 Years, Plus an Optional Foundation Year, Bachelor of Arts)

MAJOR COMPULSORY REQUIREMENTS: 32 Courses = 192 ECTS

A/A	Courses and Course Code	
1.	CRM 101	Introduction to Criminology
2.	CRM 102	Introduction to Criminal Justice
3.	POL 101	Introduction to Police Studies
4.	CRM 103	Victimology
5.	POL102	Communication Skills for Police Personnel
6.	CRM 121	Criminal Law
7.	CRM 120	Private Security
8.	SOC 101	Principles of Sociology
9.	POL 103	Policing and Police Powers
10.	CRM 145	Hate Crimes
11.	CRM 203	Correctional Systems
12.	CRM 201	Juvenile Delinquency
13.	CRM 202	Research Methods for Crime Scientists
14.	CRM 205	Criminal Investigation
15.	CRM 235	Addictions and Crime
16.	CRM 210	Ethics in Criminal Justice
17.	POL 210	Police Psychology
18.	CRM 313	Internet and Crime
19.	CRM 306	Global Security
20.	BUS 361	Business Law
21.	CRM314	Crime, Media and Culture
22.	CRM 320	Interviewing Methods
23.	CRM 302	Crime Prevention
24.	POL 410	Police Organization and Administration
25.	CRM 461	Terrorism
26.	CRM 420	Organized Crime
27.	CRM 422	Analyzing Homicide
28.	CRM 404	Final Project – Thesis I
29.	POL 411	Police Corruption
30.	BUS 302	Business Ethics
31.	POL 421	Police Intelligence
32.	CRM 405	Final Project – Thesis II

BUSINESS CORE REQUIREMENTS: 4 Courses = 24 ECTS

Students should choose 4 courses of the following:

A/A	Courses and Course Code	
1.	MGT 323	Introduction to Management - R
2.	BUS 301	Organizational Behaviour - R
3.	BUS 415	Human Resource Management - R
4.	BUS 418	Public Relations - R
5.	MAR 402	Strategic Marketing
6.	BUS 401	Business Policy and Strategic Management
7.	MAR302	Market Research

GENERAL EDUCATION REQUIREMENTS: 3 Courses = 18 ECTS

Students should choose 3 courses of the following:

A/A	Courses and Course Code	
1.	ENG 302	Advanced English - R
2.	MTH 121	Statistics I - C
3.	MTH 102	Statistics II - C
4.	HIS 101	History of Cyprus
5.	HIS 145	European History
6.	RUS 101	Russian Language - C
7.	FRE 101	French Language
8.	GRE 101	Greek Language (for foreign students)

Path Notes:

R = Required Course (a course that All students are required to take)

C = Recommended Course (a course suggested to students as a worthy/desirable to take)

Attachment 14 Feasibility Study with 5 Years Financial Projections

Feasibility Study of BA Police Management (4 Years, Plus an Optional Foundation Year, Bachelor of Arts)

A. Current Situation and Market Opportunities:

C. D. A. College has a long tradition in Tertiary education in Cyprus going back to 1976. In those early years it was the first institution that offered the first students in the Travel and Tourism Industry.

In 1978 the College was restructured and concentrated its energies in developing some other programmes of study most essential to the Cyprus economy reconstruction needs, and the social structures in the aftermath of the Turkish invasion of 1974. All these years our College offered hundreds of graduates to the Business and Travel Industry with success. Additionally, in 1978 the College established new branches in Limassol and Larnaca.

Furthermore, the College continues to grow and expand and in 2014 establish our new branch in Paphos. C.D.A College is the only academic institution in Cyprus which operates in all towns Nicosia, Limassol, Larnaca and Paphos. The College has a lot of academic achievements; thus the College is proud to announce that has 38 fully accredited programmes of study and for 41 years the College has contributed a lot to the local communities of each town and to the society as a whole.

B. Model of Business:

- The BA Police Management programme of study curriculum is developed after a thorough research of the educational sector in Cyprus and abroad
- The programme is developed and operated by the College direction and the faculty staff
- The BA Police Management programme of study is already fully accredited in Limassol branch since 2015.
- The BA programme is operating for 2 years now with a very good success.
- In Limassol, the number of BA Police Management graduates is 7 and
- The number of current registered students is 30.
- Nicosia is the capital of Cyprus and it's the largest city with a population of 330,000.

C. Target Market - The Potential Students are:

- Target national and international graduate students from the secondary education
- Policemen graduates of the Police Academy wishing to get a bachelor degree
- Potential students either from Cyprus or abroad
- Persons holders a higher diploma wishing to get a bachelor degree for advancement on their career
- The bachelor degree will open new horizons to follow a post-graduate degree

D. The Market Competition:

- Only one (1) government university (Open University) offers BA Police Studies by distance learning and it is only for the policemen.
- Their fees are much higher than CDA College

E. The Competitive Advantage of CDA College:

- It's long history and reputation (40 years) in the tertiary higher education in Cyprus
- The College premises, faculty staff, technology, Libraries,
- The very reasonable and attractive fees
- Value for money,
 - students can study in a pleasant academic environment,
 - the opportunity of getting a scholarship and
 - get an accredited degree
- Cypriot students can get a government subsidy according to their economic situation
- A lot of our students get the 40% of the government subsidy

Impact of the BA Police Management

- According to the Annual Report of the Cyprus Police, crime rate has increased by 10% in the last five years, and the public's feeling of safety has diminished.
- The BA Police Management will offer a high quality management education and will be able to contribute to the society through academic and innovative researches, and by providing skilled and motivated graduate students in the criminal justice system and in the private industry.

F. Financial Analysis:

Δίδακτρα και Διαχείριση Οικονομικών Πόρων του Προγράμματος Σπουδών

Proposed Number of Students: 20 students per semester

Minimum Number of Students: 8 students

Tuition Fees: €5,200

Admission Fees: €100

Other Fees	€
Admission Fees	100
Annual Insurance fee (international students)	160
Laboratory fee per course	35
Late registration fee (per semester if applicable)	34
Change of program fee	10
Transcript	10
Student I.D. replacement fee	8
Make-up examination fee	50
Graduation fee	10
Application for credit transfer fee	8
Certificate of registration fee	6
Grade complaint fee (per subject)	20
Internet/Email Lab per semester	35

Scholarships:

- (a) Scholarships based on academic performance. Students who demonstrate exceptional academic achievement while at C.D.A. COLLEGE may receive academic scholarships in the form of tuition fee discounts, the amount of which varies according to the schedule below:

Cumulative GPA	Tuition Reduction
4.00	50%
3.75-3.99	20%
3.50-3.74	10%

Eligible for this type of financial aid are students who:

1. already completed two regular semesters at C.D.A. College
2. are enrolled in 30 credit hours.
3. have settled all financial obligations at the time of application for scholarship;
4. were full-time students (enrolled in 30 credit hours) during the preceding semester;
5. have completed a minimum of 60 credit hours at C.D.A. College.

(b) Scholarships based on High School Leaving Certificate

Ten full scholarships that cover tuition during a student's first year of studies are awarded to outstanding graduating students from Cypriot High Schools. A minimum grade of 18.5/20 is required on their High School Leaving Certificate. In addition, the College can consider outstanding graduating students for partial scholarships.

(c) Scholarships based on athletic skills

These scholarships are offered to students who have been registered athletes in various clubs, and who are willing to participate regularly in the sports teams of the College. The scholarship given is up to 20% of tuition fees and is based upon the participant's performance and the degree of participation, which are evaluated regularly by the College.

(d) Administration assistantship opportunities

A number of administration assistantship opportunities are available throughout the year. These opportunities enable students with excellent academic record and good character to be employed as assistants in various positions within the College campus in non-academic duties and gain valuable experience. These students, depending on the hours of work per week, will be compensated in the form of reduced tuition fees. This compensation can be up to 20% of the tuition fees.

Financial Adequacy - Cash Flow Statement

The College continuously invests substantial amount of money on building maintenance as well as improving and updating the College's equipment.

The incomes of the College mostly derive from tuition fees. We attach the Cash Flow Statement of the company CDA COACHING CENTRE LTD for 2015 – 2016.

CASH FLOW STATEMENT PER THOUSANDS EUROS FOR 2015 -2016

	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	TOTAL
RECEIPTS		465.784			454.219			536.935			127.713		1.584.651
PAYMENTS		310.499			368.799			369.799			239.969		1.289.066
SURPLUS / DEFICIT		155.285			85.420			167.136			(112.256)		295.585
B/F		-			(138.975)			(53.555)			113.581		113.581
C/F		(138.975)			(53.555)			113.581			1325		1325

The total number of students in Nicosia, Limassol, Larnaca and Pafos come to 915.

**5 Year Financial Projections of BA Police Management
CDA College Nicosia for 2017 - 2022**

PLANNED REVENUES		2017/18	2018/19	2019/20	2020/21	2021/22
Expected Students Fall Semester		15	15	20	20	20
Expected Students Spring Semester		15	15	20	20	20
Admission Fees Fall Semester	100	1500	1500	2000	2000	2000
Admission Fees Spring Semester	100	1500	1500	2000	2000	2000
Students Fees Fall Semester	5200	78000	78000	104000	104000	104000
Students Fees Spring Semester	5200	78000	78000	104000	104000	104000
Baseline Fees Increase/Decrease		-	-	-	-	-
Expected Revenue		159000	159000	212000	212000	212000

PLANNED EXPENDITURES		2017/18	2018/19	2019/20	2020/21	2021/22
Salaries & Wages Estimates of 14 Faculty (Full & Part Time)		134400	134400	134400	134400	145600
Fringe Benefits		15456	15456	15456	15456	16744
Operational Cost (Administrative, Electricity etc)		500	500	500	500	500
Students Financial Aid		2000	2000	2000	2000	2000
Faculty Quality Development		1000	1000	1000	2000	2000
Library resources		500	500	500	1000	1000
Premises / Building Improvements		2000	1000	1000	1000	1000
Furniture, Equipment, Projectors, Offices		500	500	500	1000	1000
Computers / Servers / Software		500	500	1000	1000	1000
Graduation/Awards		500	600	700	700	700
Expected Expenditures		157356	156456	157056	159056	171544

Projected Benefit/Deficit		1644	2544	54944	52944	40456
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G. Employability Opportunities of the Graduates

The program's graduates will have the opportunity to pursue careers in various settings such as:

1. Law enforcement agencies (police officers or civilian staff). Law enforcement personnel will benefit from this program also for ranking / promotion matters.
2. Probation and parole services
3. Correctional settings
4. Social services
5. Research and analysis for government or private consulting firms, such as crime analysis and crime prevention programs
6. Non-Government Organizations active in relevant fields

Graduates with a bachelor's degree in Police Management are prepared for jobs in law enforcement and in a variety of law enforcement related fields. Some popular career choices include:

- Police officer
- Security guard
- Bailiff
- Corrections officer
- Parole officer
- Juvenile detention officer
- Dispatcher
- Public safety officer

- Loss prevention associate
- Probation officer

Whilst not rank or role specific, this degree has been specifically designed for those working in a supervisory, management or leadership role in the police, or aspiring to that role, as well as those working in the development of operational policy and/or strategy. As such, this degree is particularly valuable for those seeking continuing professional development in policing or related organizations and professions.

A number of students have also found this course of study useful in developing their professional portfolio as a means of securing employment in a policing or security-related organizations.

H. Summary and Conclusions

Since the BA Police Management programme of study is operated for 2 years now in Limassol with great success with 7 graduates and 30 current registered students. As per the records, the number of registered students is increasing.

C.D.A College has a competitive edge due to its long history (40 years) and high reputation in the Cyprus higher education market.

Moreover, the College has very attractive educational offerings such as:

- lower fees,
- new premises,
- qualified faculty staff,
- updated libraries with all new books editions
- innovative teaching strategies
- state of the art technology and labs
- College Scholarships
- Economic help for students with poor economic condition
- Government subsidy

Thus, with all these competitive components, CDA College will be a very significant competitor in the educational market offering attractive and competitive programmes of study to continue offering higher education for the benefit of the students in the Nicosia district and the Cyprus society as a whole.

Aristoniki Theodosiou Tryfonidou

~ PhD, MSc, BA Psychology ~

7 Apollonos Str.
4180 Lemesos, Cyprus
Born in 01/07/1982 - Married, 2 children

(+35) 797 836 335
aristonikit@yahoo.gr

Linked  Aristoniki Theodosiou-Tryfonidou

LICENSED PSYCHOLOGIST - PSYCHOTHERAPIST

Systemic & Family Psychotherapy - Art Therapy, Fairytale Therapy

BRIEF PROFILE

Licensed Psychologist - Psychotherapist specialized in Systemic Psychotherapy, with diversified experience in various settings, that includes: psychotherapy research, teaching and design of curriculum for private and public educational institutes, private practice experience, collaborations with public institutions in Greece and Cyprus, science broadcasting, book authorship and scientific writing, entrepreneurship and EU funding expertise for education programs. Experience through working with adults or children, individually and in groups, involved in training education professionals and strong community involvement. Keen interest in approaches to the assessment of psychological issues via art and fairytale therapy and weighing fairy tales as diagnostic tools.

SKILLS & COMPETENCIES

- Highly Empathetic & Emotionally Attuned
- Critical Thinking Skills & Scientific Mind
- Strong Interpersonal & Communication Skills
- Advanced Research Skills in Psychotherapy
- Commitment to Self-Development & Learning
- Therapy & Counseling Principles & Methods

EDUCATION

MSc in Finance & Maritime Studies CYPRUS UNIVERSITY OF TECHNOLOGY Department of Commerce, Finance & Shipping <i>Master Thesis: "CEOs Perfectionism and respective decisions - Case Study of"</i>	2013 - 2015 Lemesos, Cyprus
PhD in Psychology ARISTOTLE UNIVERSITY OF THESSALONIKI School of Psychology, Developmental and Educational Psychology <i>PhD Thesis: The construction of the girls' identity during the prepubertal phase. Gender, Ethnicity, Culture and Socioeconomic Status Issues.</i>	2008 - 2012 Thessaloniki, Greece
MSc in Art Psychotherapy THE ARTS & PSYCHOTHERAPY CENTER (A.P.C.) Approved by the European Association of Psychotherapy (E.A.P.) & Full Member <i>Master Thesis: Case Analysis of a Patient with Dermatologic Itching without Pathological Causes</i>	2004 - 2008 Athens, Greece
MSc in Total Quality Management & Innovative Implementations on Education ARISTOTLE UNIVERSITY OF THESSALONIKI Interdepartmental Program <i>Master Thesis: "Case study: Argo community, evaluation for the open or close community"</i>	2005 - 2007 Thessaloniki, Greece
(PgP) in Counseling Psychology NORTH COLLEGE & UNIVERSITY OF LONDON	2005 - 2008 London, United Kingdom
Bachelor in Psychology ARISTOTLE UNIVERSITY OF THESSALONIKI <i>Master Thesis: "The psychological process of dying"</i>	2000 - 2004 Thessaloniki, Greece

PUBLISHED ARTICLES

<i>Stigma Magazine:</i> Art Psychotherapy in Group Child Therapy	2010 Vol. 44:38 2007
<i>Egkefalos Magazine:</i> Art Intervention to Patients with Mild Cognitive Impairment	Vol. 44:38 2007
Aristoniki Theodosiou Tryfonidou	Curriculum Vitae Page 1/6

Humane approach to patients with mild cognitive impairment	Vol. 44:38 2007
Progress of an Early Dementia Incident Under Cognitive Intervention	Vol. 44:24 2007
Progress of an Mild Dementia & Depression Incident Under Cognitive Intervention	Vol. 44:24 2007

Stigmata Magazine:
 Art therapy for Patients with Dementias Vol. 15: 2007-10-18

Other published articles include *Psychopedagogic Issues and Special Didactics for the Supreme Council for Civil Personnel Selection (ASEP) (2008)*.

AUTHORSHIP & PUBLISHING

Exercises Art therapy for Socialization and Executive Function Upbility Publications, 2016

A series of five fairytales for managing difficult situations and their use as diagnostic tools
 Thematic areas: Child & Death, Child & Abuse, Child & Divorce Thessaloniki, 2015
 Child & Phobias, Child & Bullying

Included in the list of approved books of the Directory of Primary Education of the Greek Ministry of Education and Culture

Oselotos Tales Collective Volume Oselotos Publications, 2015

Book «Mom, Dad, Do You Listen to Me?» Anazitiseis Publications, 2012

Book «Multiple sclerosis: Test of the soul» Fyllis Publications, 2011

Novel «Kastella, Can You Paint Angels?» Giordas Publications, 2010

Book «Review of Counseling Topics» Giordas Publications, 2010

Online Publishing

Feature writer and essayist on personal website «aristonikisworld.mozello.com» and LinkedIn Personal Profile «Aristoniki Theodosiou-Tryfonidou»

Print Publishing

Feature writer and essayist on regular columns on local newspapers and portals, such as «Portal Thessaloniki: Arts & Culture», «Portal Psychology Now», Newspaper «Fileleftheros», «Portal Psychological Lighthouse www.psihologikosfaros.gr»

Under Review

1. «The dirty rain, the fire and the ghosts of the forest as the surfacing, alienated self» A case-study of an alienated child
2. The construction of the female identity in pre-adolescence; a phenomenological study of the experience of girls and their mothers

RESEARCH

Parental Alienation Association in Greece and Cyprus 12/2014 - Present
 Scientific Collaborator

- Designed and executed research for the study of cases of children who have been abused and who have experienced parental alienation.
- Compiled Project Proposal to the forthcoming DAPHNE program call, relating to the utilization of drama, art and play treatments in victimized children, placed under foster care and professionals' training on these techniques.
 (Institute of Child Health, Mrs. Vassiliki Karvela and Dr George Nicolaidis, Mrs. Quintana - contact person of Alt Empordà County Council in Catalonia, Spain)

PROFESSIONAL TRAINING

Systemic Association of Northern Greece (Tasos Zisis) 2007 - 2010
 Systemic Psychotherapist Training: systemic-family therapy & Internship at the Mental Health Disorders Center of Ampelokipi

Psychoanalytic Medical Center of Thessaloniki 2006 - 2007
 Psychotherapy Method Training: Cognitive - Analytical Greece

Aristoniki Theodosiou Tryfonidou Curriculum Vitae Page 2/8

WORK EXPERIENCE

NEAPOLIS UNIVERSITY • Cyprus 09/2015 – present
Scientific Collaborator

- Designed and delivered the following courses: «Psychometric assessment» & «Psychology of Motivation».
- Conducted psychometric evaluation and applied psychology of motivation techniques on second year and third year students.

MINISTRY OF EDUCATION & CULTURE OF CYPRUS • Cyprus 02/2015 – 06/2015
Psychologist – Psychotherapist / Intervention Team Member

CYPRUS UNIVERSITY OF TECHNOLOGY • Limassol, Cyprus 10/2013 – 12/2013 & 01/2014
Scientific Collaborator

- Assisted in the preparation of undergraduate and postgraduate courses on Behavioral Science in collaboration with Professor Dr. Fotis Panagidis.

PSYCHOLOGY - ART • Non profit organization • Thessaloniki, Greece 2007 - present
Scientific Collaborator / Psychologist – Psychotherapist / Program Director

- Designed and developed the education program for Art Therapy.
- Member of the Interdisciplinary Team, member of the Board, Head of the Children's & Teenagers' Division.
- Coordinated the experiential group of women with eating disorders.
- In charge of the research division for art psychotherapy for children and teenagers.

ALICO AIG • Thessaloniki, Greece 2007 - 2008
Insurance Sales Agent

- Build a strong client portfolio, customized insurance programs to fit their needs. Certified and trained on hedge funds and insurance products by the Greek Ministry of Finance and the Securities and Exchange Commission.

NORTH COLLEGE • Thessaloniki, Greece 2007 - 2008
Scientific Collaborator

- Designed Psychology lesson plans and delivered classes.

LEARN IT GP • Education Group • Kavala & Thessaloniki, Greece 2007 - 2010
Director of Education / Branch Director / Partner

- Conceptualized and executed the door-to-door sales strategy, by coordinating the promotion of educational programs, which attracted an unprecedented number of new customers (students) and rapid turnover increase, for Thessaloniki School and Kavala branch.
- Designed effective educational programs that addressed the needs of students for IT training for all, IT training for Engineers and Greek National Exams preparation courses for final year high school students.
- Applied penetration sales strategy techniques, based upon updated lists of prospective students, coming from local technical chambers or professional associations.
- Developed and maintained positive and effective relations with Parents Associations in the region, schools and public bodies.
- Ensured funding through the preparation of eight applications in parallel.
- Held overall authority and responsibility for personnel issues, attracting, evaluating and selecting academic staff.
- Coordinated and monitored the generation of scientific works and writings, through close collaboration with seven scientists.
- Participated in community affairs.

Psychology & Pedagogy Tutor

- Designed lesson plans and delivered classes on "Special Psycho-pedagogic Issues" and "Special Didactics", preparing students for entrance in Psychology and Pedagogy Departments, through the Greek National Exams System.

School Psychologist

- Helped students to succeed academically and improve school-related difficulties, with the aim to facilitate learning. Collaborated with educators and parents to create a supportive environment for all students.

EGNATIA TV ▪ Television Channel ▪ Thessaloniki, Greece 2008 - 2011
Science Presenter / "Educational Trails - Techno-Education" TV Show

- Selected thematic areas, designed and presented show (i.e. Autism, Depression, Stress).

TA KOUNELAKIA ▪ Day care ▪ Thessaloniki, Greece 2007 - 2010
Psychologist

- Coordinated Parents' Teams, Psychomotor Development Teams of Infants and Nursery Teachers Teams.

MEDITERRANEAN COLLEGE ▪ Thessaloniki, Greece 2008 - 2010
Scientific Collaborator

- Designed and executed training courses, creator of the experiential laboratory for the teaching of the design of experiential exercises.
- Provided psychological support to students.
- Supervised students' dissertations.
- Delivered semester courses, such as "Application of Psychology", "Intro to Core Areas", "Social Psychology" and "Developmental Psychology".

PARENT SUPPORT CENTER OF KALAMARIA ▪ Thessaloniki, Greece 2005 - 2008
Psychologist / Coordinator

- Delivered sessions to children that had siblings with autism, coordinated group of children with Asperger, designed and executed art therapy sessions.
- Provided training to psychology students on Counseling, designed the parents training program.

NEW YORK COLLEGE ▪ Thessaloniki, Greece 2007 - 2009
Scientific Collaborator

- Designed Psychology lesson plans and delivered classes.

PSYCHIATRIC HOSPITAL OF THESSALONIKI ▪ Thessaloniki, Greece 2006 - 2008
 In cooperation with the Greek Association of Alzheimer Disease and Related Disorders
Scientific Collaborator

- Worked with patients with dementia to help them overcome their emotional and mental difficulties by expressing themselves and engaging with the artistic process.
- Ensured the smooth progress of psychologist internship programs.
- Monitored professionals throughout the psychometric tests process.

PRIVATE PRACTICE

Tryfonopoulou Private Practice ▪ Pavlou Mela 20, Thessaloniki, Greece 2006 - 2012
Psychologist - Psychotherapist

- Worked with patients on mental, emotional and behavioral problems and disorders, that included cases of abuse, learning disabilities, anxiety, divorce, bullying, depression, panic attacks, marital problems, psychosomatic problems, autism / asperger, parents' counseling, autoimmune diseases, etc.

INTERNSHIPS

Preteens from public and private schools , parents and teachers ▪ Thessaloniki School & Evolutionary Psychologist – Doctoral Research	2008 – 2012 702 hours
Medical & Child Medical Center of Papanikolaou Hospital ▪ Thessaloniki, Greece School & Evolutionary Psychologist – Psychotherapist	2008 – 2008 518 hours
The Greek Association of Alzheimer Disease ▪ Thessaloniki, Greece Psychologist – Psychotherapist	2005 – 2007 765 hours
Self-Help Promoting Pilot Program, Psychology School, Aristotle University of Thessaloniki Psychologist – Psychotherapist	2000 – 2003 200 hours

SPECIAL TRAINING PROGRAMS

UniVersity of Macedonia Pedagogical & Psychological Support of High School Students with Learning Disabilities	12/2004 – 02/2005
UniVersity of Macedonia Issues of Pedagogical Psychology & Counseling	12/2004 – 02/2005
The Center for Education and Rehabilitation for the Blind (C.E.R.B) «Helios» The Braille System	10/2004 – 08/2005
Learning Center for the Sign Language of Panorama, Thessaloniki Greek Sign Language	10/2004 – 08/2005
Private vocational training group IEK XYNI Speech Disorders – Speech therapy	08/2005 – 04/2006
Parent Support Center of Kalamaria, Thessaloniki Fairytale Therapy Writing for children, parents and adolescents	08/2006 – 08/2006
National Institute for the Deaf People of Northern Greece Greek Sign Language	2001 – 2003
Macedonian Theatre Company Acting, Improvisation, Speech, Theatre History, Choreography and Music	2000 – 2001

DISTINCTIONS & SCHOLARSHIPS

Bank of Cyprus Scholarship for Contribution in Arts	2000 – 2005
State Scholarship Foundation of Cyprus Scholarship for Excellent School Performance	2000 – 2004
Cultural Association of Women of Limassol for Excellent High School Performance	2000 – 2002
Academic Excellence Awards, Lyceum of Polemidia	1997 – 2000

ADDITIONAL INFORMATION

Languages	Greek : Native speaker English : Fluent
Computing	MS Windows & Office (Word ▪ Excel ▪ PowerPoint ▪ Internet ▪ Access)
Professional Licenses	Licensed Psychologist (Municipality of Thessaloniki)
Affiliations	Member of the Panhellenic Psychological Association (Reg no 923) Founding Member of the Greek Association of Art Psychotherapists
Conference Organization	Hellenic Psychological Society, European Family Therapy Association - EFTA
Participation in Conferences	Participated in a number of conferences in Greece and Cyprus relating to Arts Psychology, Autism and Stress among other conferences.
Seminars	Participated in a number of seminars in Greece and Cyprus relating to Psychology, Psychotherapy, Counseling and Arts among other seminars.
Volunteer Work	Center for Prevention of addictive substances «Elpida» (2006) ▪ At home Program for the support of Disabled Children, Parents Support Center of Kalamaria (2003 – 2005) ▪ Member of the Support Teams, Greek Association of Alzheimer Disease and Related Disorders (2005) ▪ SOS Line, Therapy Center for Dependent Individuals (2005) ▪ Self-Help Promoting Pilot Program, Psychology School, Aristotle UniVersity of Thessaloniki (2004)
Interests	Cooking ▪ Writing ▪ Painting ▪ Music

REFERENCES

- Dr. Pavlos Vassileiadis, Psychiatrist, Supervisor
Dimitris Kousenidis, Assistant Professor, Aristotle University of Thessaloniki, Department of Economics
Dr. Grigoris Grigoriou, Psychiatrist & Partner
Thekla Petridou, Psychologist & Partner
Elena Tonikidi, Psychologist & Partner

ΒΙΟΓΡΑΦΙΚΟ ΣΗΜΕΙΩΜΑ

1. Ατομικά Στοιχεία

Όνοματεπώνυμο: Όλγα Μισκέβιτς
Ημερομηνία γέννησης: 17/10/1981
Πόλη: Λευκωσία
Τηλέφωνο: +35799895963
E-mail: olga_miskevich@mail.ru

2. Γλώσσες

Ρωσικά: μητρική γλώσσα
Ελληνικά: προχωρημένο επίπεδο
Αγγλικά: προχωρημένο επίπεδο

3. Σπουδές

2015 – 2017

MA Russian Language

Κρατικό Πανεπιστήμιο Λευκορωσίας, φιλολογική σχολή, ειδικότητα «Θεωρία και μεθοδολογία της εκπαίδευσης στον τομέα της Ρωσικής ως ξένης γλώσσας». Πτυχίο Μάστερ. Υπερασπιστικό με βαθμό "άριστα" (10/10) η διατριβή στο θέμα «Οι ιδιαιτερότητες της διδασκαλίας ρωσικής γλώσσας ως ξένης στους ελληνόγλωσσους μαθητές».

2014

Diploma in Russian Language Teaching Methods

Εκπαιδευτικό κέντρο Ρωσικής γλώσσας του Κρατικού Πανεπιστημίου Μόσχας ονόματι Μ.Β. Λομονόσοβ. Αποφοίτηση στην ειδικότητα "Μέθοδοι διδασκαλίας της Ρωσικής ως ξένης γλώσσας" με την απόκτηση ειδικότητας «Καθηγητής Ρωσικής γλώσσας για αλλοδαπούς φοιτητές».

2009

Πανεπιστήμιο Κύπρου, σχολή σύγχρονης ελληνικής γλώσσας, εντατικά μαθήματα ελληνικής γλώσσας (προχωρημένο επίπεδο). Πέρασα την τελική εξέταση με συνολικό βαθμό 100/100.

1999-2004

BA Journalism and Communication

Κρατικό Πανεπιστήμιο Λευκορωσίας, σχολή δημοσιογραφίας, ειδικότητα «Πληροφόρηση και Επικοινωνία».

4.Επαγγελματική πείρα:

2014 - 2017

Επιμορφωτικά Κέντρα Λευκωσίας, καθηγήτρια (επίπεδα Α' και Β').

5.Επαγγελματικές δεξιότητες:

Η γνώση των βασικών μεθόδων διδασκαλίας ρωσικής γλώσσας, γνώση προγραμμάτων σπουδών για επίπεδα Α1, Α2, Β1, εκπαιδευτική πείρα, πείρα στην προετοιμασία των μαθητών για εξετάσεις απόκτησης επίσημου πιστοποιητικού γνώσης της ρωσικής γλώσσας.

Dr. Charis Kaite

5 Lapithou str, 3027 Limassol Cyprus

Tel: +35725342447, Mob. No: +35796557190

Date of Birth: 10/12/1980

E-mail:charis.kaite@cut.ac.cy

Personal webpage: http://works.bepress.com/charis_kaite/

Google Scholar citations: <https://scholar.google.com/citations?user=LqFp8kUAAAAJ&hl=en>

EDUCATIONAL QUALIFICATIONS:

- 2011-2015: PhD Cyprus University of Technology, Faculty of Health Sciences, Department of Nursing/ Thesis title: *Phenomenological Exploration of the lived experience of persons with Severe Mental Illness in Cyprus* .
- 2003-2004: MSc Criminology and Forensic Psychology, Middlesex University, England /Thesis title: *Competing Psychological Explanations of Pedophilia*.
- 1998-2002: BSc Psychology, University of Crete, Rethymnon/ Thesis title: *Psychotherapeutic procedures in Integrative Psychotherapy. The therapist's intervention in person's with Schizophrenic Symptoms*.
- 1995-1998: Laniteio Lyceum B

RESEARCH EXPERIENCE:

- University of Cyprus: 29-04-2013-31-12-2013 Research Assistant Nestor Research Team. School of Social and Political Science

29/4/2013-30/5/2014 «Political Trust and Radicalism».

2/2/2014-30/4/2014 «The Role of Religion in Minority and Majority Groups in Cyprus». Funded by Solidarity Funds.

- Cyprus University of Technology

2012-2013 Evaluation of individualized nursing care to patients with malignancies in Cyprus
"(data collection and data entry)

- NOVARTIS (CYPRUS) – Research Unit in Behaviour and Social Issues RUBSI 12 October 2011- April 2012 Data Collection for: "Epidemiological research on the evaluation of the frequency of hypoglycaemia and effects on quality of life in type 2 diabetes"
- Cyprus University of Technology

2/5/2011-1/9/2011

"Undergraduate nursing students caring for cancer patients: hermeneutic phenomenological insights of their experiences" Dr. Andreas Charalambous fund –Research Assistant

- **Prometheus Project, FP7 EU project (2009-2010)**

Health Professionals mobility in the European Union to the EU. Health Services Management Training Centre (SU). Semmelweis University Budapest, Hungary.

Euro Health Net, EUPHA, IUHPE, ASPHER and EHMA, under the leadership of the Department of International Health of Maastricht University and with the support of the European Observatory on Health Systems and Policies and GEOMED – (2010-2011)

Reviewing Public Health Capacity in the EU (Assessment Tool for Public Health Capacity in the EU Member States)

- **Cyprus Nurses and Midwives Association and Cyprus University of Technology**

2009: The participation of Nurses/Midwives in commons Ministry of Health Cyprus 2008-2010

Survey: Knowledge, attitudes and perceptions of immigrants and foreigners from third countries on HIV / AIDS and sexual reproductive health.

- **Research Promotion Foundation Cyprus**

2008-2010

Mobile Elderly Living Community (MELCO project) in association with Cyprus University of Technology and University of Cyprus

UNITED NATIONS DEVELOPMENT PROGRAMME & UNITED NATIONS OFFICE PROJECT-PROGRAMME MANAGEMENT UNIT, CYPRUS

2006-2008

Attitudes and Knowledge of Greek Cypriots and Turkish Cypriots on HIV/AIDS

- **Cyprus University of Technology 2007-2010**

Evaluation of Home care Nursing in Cyprus for the Elderly: Research Promotion Foundation Cyprus

2009-2010

Cancer in Cyprus and its psychosocial aspects

2007-2009

The Social Aspects of Ageing in Cyprus

2005-2007

The Psychological and Social Needs of People living with HIV/AIDS in Cyprus.

2005-2007

The Psychological and Social Aspects of Diabetes Mellitus

TEACHING EXPERIENCE

- September 2016- January 2016, Neapolis University Paphos, Visiting Lecturer: Industrial and Organizational Psychology.
- September 2016-January 2016, Neapolis University Paphos, Visiting Lecturer: Introduction to Psychology.
- September 2016 -October 2016 University of South Wales (cooperation with Unic Online Tutor/Lecturer (online teaching): Module: BS407 Research Methods.
- September 2016 -December 2016 ,Cyprus University of Technology , Limassol, Special Scientist Module: Health Psychology.
- September 2016 -December 2016 Cyprus University of Technology Limassol Special Scientist: Introduction to Psychology.
- Spring Semester 2016: EDUC 511 DL: Principles and Methods of Qualitative Research, University of Nicosia.
- 20/10/2015 and 26/10/2015: Part-time Lecturer City Unity College (Social Psychology/Undergraduate & Research Methods and Design (Master's level).
- Winter Semester 2015-2016: Cyprus University of Technology-Special Educational Staff (Special Scientist/ Course Instructor) - Health Psychology.
- 2013-2014: University of Cyprus: ΚΠΕ215: Volunteerism Theory and Practice (Special Educational Staff/ Elective Lesson).
- 2012-2013 University of Cyprus: ΚΠΕ215: Volunteerism Theory and Practice (Special Educational Staff/ Elective Lesson).
- 2/10/2012-31/12/2012 Cyprus University of Technology: Teaching Assistant NOΣ121: Communication in Nursing and NOΣ354: Mental Health Nursing II.
- Tutorial Support to Students on NOS 121 for Winter Semester 2013 Cyprus University of Technology 2nd Semester till mid-term on 7/3/2012.
- Teaching assistant on KON116:Introduction to Sociology of Nursing (undergraduate level) Cyprus University of Technology 2nd Semester till mid-term on 6/3/2012.
- Teaching assistant on NOS 354 Mental Health Nursing II (Cyprus University of Technology) (Spring Semester): a) PsychNeurobiology and b) Effective Communication in Nursing Studies.

PROFESSIONAL EXPERIENCE

- 1st October 2015-15 December 2015: External Special Scientist (Evaluation of the Department of Nursing of Cyprus University of Technology).
- 2013-2014 Research Assistant on Nestor Research Team, School of Social and Political Science/Special Scientist University of Cyprus.
- 2012-2013 Research Assistant with Dr. Andreas Charalambous as the Principal Investigator.
- 2 May 2011-1 September 2011 Research Assistant with Dr. Andreas Charalambous as the Principal Investigator.
- 2 May 2008- 31August 2011 Research Assistant in CUT Department of Nursing with Dr. Christiana Kouta as the Principal Investigator.

- 2005-2006: Trainer/Coordinator in various drug prevention programs of KENTHEA (Pancyprian NGO against drugs).
 - 1 November 2006- 30 April 2008 Psychologist on Rehabilitation Unit of Melathron Agoniston EOKA.
 - 30 January 2006-31 August 2006: National Bioethics Committee of Cyprus-Administrative Staff
 - March - January 2007 Psychologist , Department of Violence Prevention and Protection of Women APANEMI.
 - Special Associate of Rescue Team, Psychologist Civil Defense Limassol . 2006: Program Coordinator: "Communication in the Family" (Prevention Program for Parents) Linopetras Lyceum, Lyceum Polemidion and Episkopi 2005-2006: Program Coordinator "I rely on my feet" (Prevention Program for Adolescents) at Youth Center Linopetras.
- WINTER SEMESTER 2001-2002. Employee, trainee psychologist at Psychiatric Chania (TH.P.PS.CH). Administering psychometric assessments and history taking and interview by adults with schizophrenia, depression and other mental disorders.
- January –February 2000. Successful participation in the subsidized program of the Ministry of Education of Greece, Internship OP (Operational Programme for Education and Initial Vocational Training). Application Playtherapy (Play-therapy) in children with cerebral palsy, mobility problems, general mental disorders and behavioral disorders. Implement appropriate forms of intervention, based on history (Medical-Psychiatric) children
 - **PROFESSIONAL QUALIFICATIONS:** Member of Cyprus Psychological Association.

KONSTANTINOS P. DOUVLIS, Ph.D

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kdouvl@gmail.com, egklimatologos.blogspot.gr

EDUCATION

- **PhD in Sociology of Policing.** **University of Essex, UK, 2013**
Dissertation title: "Reform through Merger: a case study of the 1984 Greek police reorganization." Supervisor: Professor Nigel South
- **Master of Arts in Criminal Justice.** **Loyola University of Chicago, USA**
Status: Graduated 01/2001, G.P.A.: 3.70
MA Thesis Title: "Police Corruption. A discussion of existing theories." Grade: **A**
Supervisors: Dr. Jona Goldschmidt and Dr. David Olson.
- **Bachelor of Arts in Anthropology/Sociology** **Adelphi University, NY USA**
Status: Graduated 01/1998, G.P.A.: 3, 61
- **Deree College, The American College of Greece, Athens, GR**
Transferred to Adelphi University

EXPERIENCE

- **Instructor/lecturer** **University of Cyprus**
September 2017 --

Courses taught: Criminology
- **Instructor** **Athens College, Athens, GR**
September 2017
Courses taught: Social Anthropology
- **Instructor** **Alexander College, Cyprus**
September 2015-2016.

Duties: Prepare and deliver lectures for the Criminology Program. (English speaking, franchise of the University of the West of England, Bristol)
Courses taught: 1. Protest, Policing & Public Order
2. Policing & Prisons.

- **Member of the Board of Directors** **2015 Center for Security Studies (KEMEA)**
Ministry of Public Order and Citizen Protection. Greece's one and only "think tank" on
issues of crime prevention, Policing & boarder security.
 Tasks: Reviewed and approved major decisions concerning boarder control, crime prevention, police training and financial /budgetary issues.

- **Instructor.** **"Xinis Institute of vocational Training"**
October 2014- June 2015.

Duties: Prepared and delivered lectures for students of the Security Officers Program.
 Created and teach the following courses: Criminology, Forensic Psychology, Human & Social rights, Professional conduct & ethics.

- **Security Consultant.** **Atom Dynamics. SA. Athens Greece**
2008-2012.

Duties: Security Consultant on the company's major construction sites. Physical security, crime prevention, Venue Vulnerability Assessments, counter terrorism planning.

- **Assistant Security Operations Manager, Coca-Cola Olympic Project Team (O.P.T.)**
May 2004- November 2004.
 Duties:

 1. Drafting & presentation of Olympic Security Operational Plans: Crime prevention measures, allocation of personnel and security estimates.
 2. Efficiently handled all communications (written and verbal) with the Strategic Security Department (located in Atlanta, Georgia USA)
 3. Prepared Press reports for the project's security measures.
 4. Planned security measures for all guests and VIPs. (In co-operation with Greek Police.)
 5. Conducted Risk Assessment on all company activation sites and Venues.
 6. Assisted in the preparation and balancing of Security budget, cost and estimates.
 7. Conducted background security investigations of the project's outside contractors.
 8. Delegated between the Atlanta based Strategic Security department and O.P.T.
 9. Acted as liaison between the O.P.T. and the Greek Police.
 10. Acted as the Olympic Torch Relay Security manager, a demanding 40-day project which attracted great publicity and was considered a high-risk activity.
 11. Managed Security Operations of the Water Plaza Venue (Sponsor's Park) during the Athens 2004 Olympic Games. Responsible for the protection of all company assets and personnel.

- **Security Planning Administrator, ATHENS 2004 Organizing Committee (ATHOC)**
Sept 2001- April 2004.

Duties:

1. Liaised between the Olympic Games Security Division (OGSD) of the Hellenic Police and ATHOC Functional areas. Successfully managed to bring together ATHOC's operational plans and OGSD's security requirements.
2. Assisted in the preparation of Security Plans for the ATHENS 2004 Olympic Games.
3. Actively participated in the Venue Vulnerability Studies (VVS) and Risk Assessments of a number of Competition and non-competition Olympic Venues.
4. Participated in the Operational and Functional Planning of both ATHOC & OGSD.
5. Provided scientific advice to the Hellenic Police, when needed, on issues pertaining to crime prevention.

- **Visiting Instructor, Hellenic Police Academy**

September 2001.

Duties: Following an invitation from the Police Chief, a number of lectures concerning the phenomenon of police corruption, counter terrorism and VIP security were prepared and delivered.

- **Translator, Free lance**

1993-1996

Duties: Translated and applied subtitles in American movies, series and documentaries.

AWARDS, HONORS

- Dean's List, Honor for Academic excellence. Adelphi University 1997
- Academic Scholarship- "The Alexander Onassis Public benefit foundation."
Amount: \$11,500 for the completion of Graduate degree.

PUBLICATIONS

Journals

- K. Douvlis and N. South 'Police reform and social change in Greece: the development and merger of the Gendarmerie and Urban police forces', Journal of Criminal Investigation and Criminology, (Revija za kriminalistiko in kriminologijo) 67, 4: 289-299

- Douvlis, Konstantinos and South, Nigel "Community policing and the complexity of gratuities." Einstein, S., & Amir, M. (Eds.). (2003). Police Corruption: Paradigms, Models, and Concepts: Challenges for Developing Countries. Office of International Criminal Justice.

OP-ED Articles

Too many OP-ED articles to list, published frequently in various newspapers, news portals and professional web sites. (www.tovima.gr, www.policenet.gr to only name a few.)

CONFERENCES/ VOCATIONAL ACTIVITIES.

- Main Speaker in the Annual Security Manager convention ("Security Project") held in Athens. (April 23-24, 2015) Delivered a speech titled: "Athens 2004 Olympic Games Security: Lessons to be learned."
- Certified Examiner in the Security officers' licensing State examinations, Athens, GR
- Speaker in the 18th Annual Convention of a Greek Police Officers Association, held in Athens (10-12 December, 2007). Delivered a speech concerning the creation of a new Ministry of Interior that incorporated the Hellenic Police.

- **MILITARY SERVICE** (mandatory)

Air-Force Sergeant, Hellenic Air-Force, Fire department.
July 1992-July 1993

ASSOCIATIONS AND CLUBS

- Konstantinos Karamanlis Institute for Democracy
- "Alexander S. Onassis Public Benefit Foundation Scholars' Association
- American Society of Criminology
- European Society of Criminology
- Greek Alumni Association of American Universities

REFERENCES

- Professor Anagnostis Agelarakis, Adelphi University, NY. agelarakis@adelphi.edu
- Professor Nigel South, University of Essex, UK. 01206-872693, South@essex.ac.uk
- Dr. Jona Goldschmidt, Professor of CJ, Loyola University of Chicago Tel. (312) 915-6299, jgoldsc@luc.edu

Attachment 16 Pre-Employment Contract Agreement of the new Lecturers



ΠΡΟΣΥΜΦΩΝΙΑ ΕΡΓΟΔΟΤΗΣΗΣ

- Όνομα Εργοδότη:** C.D.A COACHING CENTRE LTD
Αρ. Εγγραφής Εταιρείας: 10080
Αρ. Εγγρ. Κοιν. Ασφ.: 104237/5/8541
Αρ. Τηλ.: 22-661104 **Αρ. Φαξ.:** 22-671387
Διεύθυνση εγγεγραμμένης έδρας της εταιρείας/κατοικίας εργοδότη ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ
Διεύθυνση και τόπος παροχής της εργασίας: ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ
- Όνοματεπώνυμο Εργοδοτούμενου:** ΘΕΟΔΩΣΙΟΥ – ΤΡΥΦΩΝΙΑΟΥ ΑΡΙΣΤΟΝΙΚΗ
Αριθμό Ταυτότητας: 847758
Αριθμό Κοινωνικών Ασφαλίσεων:
Θέση/ειδικότητα/βαθμός: Καθηγήτρια
- Κατηγορία απασχόληση/ αντικείμενο εργασίας:**
Καθηγήτρια
- Διάρκεια Συμφωνίας:** Η απασχόληση στα Κολλέγιο θα είναι πλήρης και θα αρχίσει με την έναρξη του προγράμματος σπουδών «B.A. POLICE MANAGEMENT».
- Σε περίπτωση τερματισμού της απασχόλησης θα δίνεται ελάχιστη προειδοποίηση τουλάχιστον όπως προνοεί ο περί τερματισμού απασχόλησης νόμος
- Αποδοχές:**
 - Ο μισθός θα συμφωνηθεί με την έναρξη του προγράμματος σπουδών σύμφωνα με τις ώρες διδασκαλίας και έρευνας και θα καταβάλλεται μία φορά τον μήνα.
- Η διάρκεια της κανονικής ημερήσιας απασχόλησης είναι ώρες και η εβδομαδιαία ώρες, σε πενθήμερη βάση από ΔΕΥΤΕΡΑ..... (πρώτη εργάσιμη ημέρα της εβδομάδας) μέχρι ΠΑΡΑΣΚΕΥΗ..... (τελευταία εργάσιμη ημέρα της εβδομάδας).
- Καθήκοντα και Ευθύνες:** Όλα τα Καθήκοντα και Ευθύνες αναφέρονται λεπτομερώς στο Εγχειρίδιο Προσωπικού του C.D.A. College.

NICOSIA | 2 Evagora Ave., Eleftherias Square, Po Box 21972, CY 1515, Tel: 22661104, Fax: 22671387
| 51-53 Aeschilou Str., CY 1011, Tel: 22376438 or 22466488, Fax: 22375502
LIMASSOL | 2 Kritona Tomaniti Str., CY 3110, Po Box 70114, CY 4161, Tel: 25356810, Fax: 25356811
LARNACA | 5 Louki Akrita Str., CY 6015, 1st Floor, Acropolis Square, Po Box 40426, CY 6304
Tel: 24626676, Fax: 24626927
PAFOS | 73 Demokratia Ave., CY 8028, Po Box 62050, CY 8060 Pafos, Tel: 26600069, Fax: 26600027



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- α. Ο καθηγητής οφείλει να πληροφορηθεί από τη διεύθυνση του Κολεγίου τη διδακτέα ύλη, να προετοιμάσει τις σημειώσεις του και να τις καταχωρήσει στην ιστοσελίδα του Κολεγίου. Επίσης θα πρέπει να ετοιμάζει και να αξιολογεί τα γραπτά των τελικών εξετάσεων και να εκτελεί καθήκοντα επιτηρητή στις τελικές εξετάσεις. Συνιστάται η έρευνα και η δημοσίευση διάφορων άρθρων στον τομέα της ειδικότητας του κάθε καθηγητή. Επιπλέον, υποχρεούται να παρευρίσκεται σε όλες τις συνεδριάσεις του Κολεγίου.
- β. Εάν ο Διευθυντής του Κολεγίου δεν είναι ευχαριστημένος με την απόδοση του εργοδοτούμενου έχει το δικαίωμα να τερματίσει την παρούσα σύμβαση.
- γ. Το προσωπικό απαγορεύεται να παραβιάζει τις διατάξεις της παρούσας σύμβασης και σε καμία περίπτωση δε θα πρέπει να αποκαλύπτει στον οποιονδήποτε θέματα τα οποία σχετίζονται με το Κολέγιο.
- δ. Το ακαδημαϊκό προσωπικό υποχρεούται να προσέρχεται στο Κολέγιο 15 λεπτά πριν από την έναρξη των μαθημάτων.
- ε. Το ακαδημαϊκό προσωπικό θα υπογράφει κανονική σύμβαση εργοδότησης με την έναρξη του προγράμματος σπουδών.

Ημερομηνία: 28/7/17

Υπογραφή Εργοδότη:

Υπογραφή Εργοδοτούμενου:

ΠΡΟΣΥΜΦΩΝΙΑ ΕΡΓΟΔΟΤΗΣΗΣ

1. Όνομα Εργοδότη: **C.D.A COACHING CENTRE LTD**
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Αρ. Εγγρ. Κοιν. Ασφ.: 104237/5/8541
Αρ. Τηλ.: 22-661104... Αρ. Φαξ: 22-671387...
Διεύθυνση εγγεγραμμένης έδρας της εταιρείας/κατοικίας-εργοδότη ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ
Διεύθυνση και τόπος παροχής της εργασίας: ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ
2. Όνοματεπώνυμο Εργοδοτούμενου: **ΟΛΓΑ ΜΙΣΚΕΒΙΤΣ**...
Αριθμό Ταυτότητας: **05481752**...
Αριθμό Κοινωνικών Ασφαλίσεων: **1047874**...
Θέση/ειδικότητα/βαθμός: Καθηγήτρια.....
3. Κατηγορία απασχόλησης/ αντικείμενο εργασίας: Καθηγήτρια.....
4. Διάρκεια Συμφωνίας: Η απασχόληση στο Κολλέγιο θα αρχίσει με την έναρξη του προγράμματος σπουδών.
5. Σε περίπτωση τερματισμού της απασχόλησης θα δίνεται ελάχιστη προειδοποίηση τουλάχιστον όπως προνοεί ο περί τερματισμού απασχόλησης νόμος
6. Αποδοχές:
 - Ο μισθός θα συμφωνηθεί με την έναρξη του προγράμματος σπουδών σύμφωνα με τις ώρες διδασκαλίας και έρευνας και θα καταβάλλεται μία φορά τον μήνα.
7. Η διάρκεια της κανονικής ημερήσιας απασχόλησης είναι ώρες και η εβδομαδιαία ώρες, σε πενθήμερη βάση από **ΔΕΥΤΕΡΑ** (πρώτη εργάσιμη ημέρα της εβδομάδας) μέχρι **ΠΑΡΑΣΚΕΥΗ** (τελευταία εργάσιμη ημέρα της εβδομάδας).
8. Καθήκοντα και Ευθύνες: Όλα τα Καθήκοντα και Ευθύνες αναφέρονται λεπτομερώς στο Εγχειρίδιο Προσωπικού του C.D.A. College.
 - a. Ο καθηγητής οφείλει να πληροφορηθεί από τη διεύθυνση του Κολλεγίου τη διδακτέα ύλη, να προετοιμάσει τις σημειώσεις του και να τις καταχωρήσει στην ιστοσελίδα του Κολλεγίου. Επίσης θα πρέπει να ετοιμάζει και να αξιολογεί τα γραπτά των τελικών εξετάσεων και να εκτελεί καθήκοντα επιτηρητή στις τελικές εξετάσεις. Συνιστάται η έρευνα και η δημοσίευση διάφορων άρθρων στον τομέα της ειδικότητας του κάθε καθηγητή. Επιπλέον, υποχρεούται να παρευρίσκεται σε όλες τις συνεδριάσεις του Κολλεγίου.

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- β. Εάν ο Διευθυντής του Κολεγίου δεν είναι ευχαριστημένος με την απόδοση του εργοδοτούμενου έχει το δικαίωμα να τερματίσει την παρούσα σύμβαση.
- γ. Το προσωπικό απαγορεύεται να παραβιάζει τις διατάξεις της παρούσας σύμβασης και σε καμία περίπτωση δε θα πρέπει να αποκαλύπτει στον οποιονδήποτε θέματα τα οποία σχετίζονται με το Κολέγιο.
- δ. Το ακαδημαϊκό προσωπικό υποχρεούται να προσέρχεται στο Κολέγιο 15 λεπτά πριν από την έναρξη των μαθημάτων.
- ε. Το ακαδημαϊκό προσωπικό θα υπογράψει κανονική σύμβαση εργοδότησης με την έναρξη του προγράμματος σπουδών.

Ημερομηνία 31/7/2017

Υπογραφή Εργοδότη

Υπογραφή Εργοδοτούμενου :



ΠΡΟΣΥΜΦΩΝΙΑ ΕΡΓΟΔΟΤΗΣΗΣ

1. **Όνομα Εργοδότη:** C.D.A COACHING CENTRE LTD
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Αρ. Εγγρ. Κοιν. Ασφ.: 104237/5/8541
Αρ. Τηλ.: 22- 661104 Αρ. Φαξ.: 22- 671387
 Διεύθυνση εγγεγραμμένης έδρας της εταιρείας/κατεύθυνσης-εργοδότη: ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ
 Διεύθυνση και τόπος παροχής της εργασίας: ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ
2. **Όνοματεπώνυμο Εργοδοτούμενου:** ΧΑΡΙΣ ΚΑΪΤΕ
Αριθμό Ταυτότητας: 828744
Αριθμό Κοινωνικών Ασφαλίσεων:
Θέση/ειδικότητα/βαθμός: Καθηγήτρια
3. **Κατηγορία απασχόληση/ αντικείμενο εργασίας:**
 Καθηγήτρια
4. **Διάρκεια Συμφωνίας:** Η απασχόληση στο Κολλέγιο θα είναι πλήρης και θα αρχίσει με την έναρξη του προγράμματος σπουδών «B.A. POLICE MANAGEMENT».
5. Σε περίπτωση τερματισμού της απασχόλησης θα δίνεται ελάχιστη προειδοποίηση τουλάχιστον όπως προνοεί ο περί τερματισμού απασχόληση νόμος
6. **Αποδοχές:**
 - Ο μικτός μισθός θα συμφωνηθεί με την έναρξη του προγράμματος σπουδών σύμφωνα με τις ώρες διδασκαλίας και έρευνας και θα καταβάλλεται μία φορά τον μήνα.
7. Η διάρκεια της κανονικής ημερήσιας απασχόλησης είναι ώρες και η εβδομαδιαία ώρες, σε πενήνήμερη βάση από ΔΕΥΤΕΡΑ (πρώτη εργάσιμη ημέρα της εβδομάδας) μέχρι ΠΑΡΑΣΚΕΥΗ..... (τελευταία εργάσιμη ημέρα της εβδομάδας).

8. Καθήκοντα και Ευθύνες: Όλα τα Καθήκοντα και Ευθύνες αναφέρονται λεπτομερώς στο Εγχειρίδιο Προσωπικού του C.D.A. College.
- α. Ο καθηγητής οφείλει να πληροφορηθεί από τη διεύθυνση του Κολεγίου τη διδακτέα ύλη, να προετοιμάσει τις σημειώσεις του και να τις καταχωρήσει στην ιστοσελίδα του Κολεγίου. Επίσης θα πρέπει να ετοιμάζει και να αξιολογεί τα γραπτά των τελικών εξετάσεων και να εκτελεί καθήκοντα επιτηρητή στις τελικές εξετάσεις. Συνιστάται η έρευνα και η δημοσίευση διάφορων άρθρων στον τομέα της ειδικότητας του κάθε καθηγητή. Επιπλέον, υποχρεούται να παρευρίσκεται σε όλες τις συνεδριάσεις του Κολεγίου.
 - β. Εάν ο Διευθυντής του Κολεγίου δεν είναι ευχαριστημένος με την απόδοση του εργοδοτούμενου έχει το δικαίωμα να τερματίσει την παρούσα σύμβαση.
 - γ. Το προσωπικό απαγορεύεται να παραβιάζει τις διατάξεις της παρούσας σύμβασης και σε καμία περίπτωση δε θα πρέπει να αποκαλύπτει στον οποιονδήποτε θέματα τα οποία σχετίζονται με το Κολέγιο.
 - δ. Το ακαδημαϊκό προσωπικό υποχρεούται να προσέρχεται στο Κολέγιο 15 λεπτά πριν από την έναρξη των μαθημάτων.
 - ε. Το ακαδημαϊκό προσωπικό θα υπογράψει κανονική σύμβαση εργοδότησης με την έναρξη του προγράμματος σπουδών.

Ημερομηνία:

Υπογραφή Εργοδότη:

Υπογραφή Εργοδοτούμενου: ..

ΠΡΟΣΥΜΦΩΝΙΑ ΕΡΓΟΔΟΤΗΣΗΣ

1. Όνομα Εργοδότη: **C.D.A COACHING CENTRE LTD**
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Αρ. Εγγρ. Κοιν. Ασφ.: 104237/5/8541
Αρ. Τηλ.: 22- 661104 Αρ. Φαξ.: 22- 671387....
 Διεύθυνση εγγεγραμμένης έδρας της εταιρείας/κατοικίας-εργοδότη **ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ**
 Διεύθυνση και τόπος παροχής της εργασίας: **ΕΥΑΓΟΡΟΥ 2, ΠΛΑΤΕΙΑ ΕΛΕΥΘΕΡΙΑΣ, ΤΡΥΠΙΩΤΗΣ 1097 - ΛΕΥΚΩΣΙΑ**
2. Όνοματεπώνυμο Εργοδοτούμενου: **ΚΩΝΣΤΑΝΤΙΝΟΣ ΔΟΥΒΛΗΣ**....
Αριθμό Ταυτότητας:
Αριθμό Κοινωνικών Ασφαλίσεων:.....
Θέση/ειδικότητα/βαθμός: **Καθηγητής**.....
3. Κατηγορία απασχόληση/ αντικείμενο εργασίας: **Καθηγητής**.....
4. Διάρκεια Συμφωνίας: Η απασχόληση στο Κολλέγιο θα αρχίσει με την έναρξη του προγράμματος σπουδών «**B.A. POLICE MANAGEMENT**».
5. Σε περίπτωση τερματισμού της απασχόλησης θα δίνεται ελάχιστη προειδοποίηση τουλάχιστον όπως προνοεί ο περί τερματισμού απασχόλησης νόμος
6. Αποδοχές:
 - Ο μικτός μισθός θα συμφωνηθεί με την έναρξη του προγράμματος σπουδών σύμφωνα με τις ώρες διδασκαλίας και έρευνας και θα καταβάλλεται μία φορά τον μήνα.
7. Η διάρκεια της κανονικής ημερήσιας απασχόλησης είναι ώρες και η εβδομαδιαία ώρες, σε πενήμερη βάση από **ΔΕΥΤΕΡΑ** (πρώτη εργάσιμη ημέρα της εβδομάδας) μέχρι **ΠΑΡΑΣΚΕΥΗ** (τελευταία εργάσιμη ημέρα της εβδομάδας).
8. Καθήκοντα και Ευθύνες: Όλα τα Καθήκοντα και Ευθύνες αναφέρονται λεπτομερώς στο Εγχειρίδιο Προσωπικού του C.D.A. College.
 - α. Ο καθηγητής οφείλει να πληροφορηθεί από τη διεύθυνση του Κολλεγίου τη διδακτέα ύλη, να προετοιμάσει τις σημειώσεις του και να τις καταχωρήσει στην ιστοσελίδα του Κολλεγίου. Επίσης θα πρέπει να ετοιμάζει και να αξιολογεί τα γραπτά των τελικών εξετάσεων και να εκτελεί καθήκοντα επιτηρητή στις τελικές εξετάσεις. Συνιστάται η έρευνα και η δημοσίευση διάφορων άρθρων στον τομέα της ειδικότητας του κάθε καθηγητή. Επιπλέον, υποχρεούται να παρευρίσκεται σε όλες τις συνεδριάσεις του Κολλεγίου.

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 51-53 Aeschilou Str., CY 1011, Tel: 22376438 or 22466488, Fax: 22375502
 LIMASSOL | 2 Kritone Tameriti Str., CY 3110, Po Box 70114, CY 4161, Tel: 25356810, Fax: 25356811
 LARNACA | 5 Louki Akrita Str., CY 6015, 1st Floor, Acropolis Square, Po Box 40426, CY 6304
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- β. Εάν ο Διευθυντής του Κολεγίου δεν είναι ευχαριστημένος με την απόδοση του εργοδοτούμενου έχει το δικαίωμα να τερματίσει την παρούσα σύμβαση.
- γ. Το προσωπικό απαγορεύεται να παραβιάζει τις διατάξεις της παρούσας σύμβασης και σε καμία περίπτωση δε θα πρέπει να αποκαλύπτει στον οποιονδήποτε θέματα τα οποία σχετίζονται με το Κολέγιο.
- δ. Το ακαδημαϊκό προσωπικό υποχρεούται να προσέρχεται στο Κολέγιο 15 λεπτά πριν από την έναρξη των μαθημάτων.
- ε. Το ακαδημαϊκό προσωπικό θα υπογράψει κανονική σύμβαση εργοδότησης με την έναρξη του προγράμματος σπουδών.

Ημερομηνία: 31/7/2017

Υπογραφή Εργοδότη:

Υπογραφή Εργοδοτούμενου: